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COMMISSION ON THE STATUS OF WOMEN

AGENDAS AND MINUTES

1977 – 1978

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COMMISSION ON THE STATUS OF WOMEN
January 11, 1977

- Minutes

ATTENDANCE

Present: King, Lamé, Martin, Ouye, Ramer, Revelo, Rothschild
Excused: Caldera, Horne, Reilly, Watkins

Minutes of December 14, 1976

The minutes of December 14th are accepted as presented.

COMMUNICATIONS

From, the Department of the Treasury, a huge document on Crocker's Affirmative Action program as data for the Jane Foushee case. We will begin an appeal on the waiver of the payment for the document ($68.10), saying we were never informed of a cost factor or whether we were even going to receive the document. Also, that we do not have money for it in our line item budget. Commissioner Rothschild will draft a letter.

From, Dr. Lee Dolson, President, Board of Education, commending us on our work, particularly our letter last Fall with regard to budgetary concerns and the elimination of child care services.

From, Mayor George Moscone, to the Recreation and Park Commission, commending the Commission on the termination of the lease of the Rowing Club, stating that the preliminary plans for the Dolphin Club leave much to be desired, and the administration will not tolerate discriminatory policies of any type in programs under their jurisdiction.

From, Employment Law Center to the State Director of Industrial Relations, expressing "a general concern that the prevailing wage rates established by your office do not reflect sexism and consequent suppression of wage levels in occupations which are traditionally held by women."

From, Women Organized for Employment, thanking us for our participation in the public hearing on the Affirmative Action rollback and expressing the need for the fight to continue.

From, La Casa de Las Madres, to Assemblyman Art Agnos, enumerating what is wrong with the Presley bill.

From, the Alameda County Commission on the Status of Women to the California Commission on the Status of Women, a letter expressing the need for a fifth conference on the problems of the lesbian women. The San Francisco Commission has previous expressed the same concern on two separate occasions, but there has been no response. Sonoma and Santa Clara are also going to send similar letters.

From, the San Francisco Symphony Association, a letter stating that Sarah Caldwell, the famed woman conductor, will conduct performances on February 9, 11, and 12. That whole week is being proclaimed Women in Music Week by Mayor Moscone and Speaker of the Assembly McCarthy. The Association would like to include members of the Commission at a special brunch scheduled for Sunday, February 6th. The Staff will investigate the possibilities of a Commission reception honoring Ms. Caldwell.

From, the Los Angeles County Commission on the Status of Women, on the issue of segregation of lesbian prisoners from the general jail population. They would like to find out what the policy is in the City/County of San Francisco. The letter has been referred to the Criminal Justice Committee.

From, the Human Rights Commission to Supervisor Alfred Nelder, a letter of support of the Commission and reasons why it should remain separate from HRC.

To, the Ford Foundation, a letter recommending the proposal of Associate Professor Ann Marie Boylan, "A Proposal for Investigating the Effectiveness of Legal Remedies for Wife Abuse."

To, Vince Courtney, Exectuive Secretary, Local 400 S.E.I.U., asking to share his views on hwo we can work more closely with his union.

LOCAL400

Joan Dillion, President, and Vince Courtney, Executive Secretary, of Local 400, spoke on behalf of the Union. In the past the Union and the Commission have had differences on issues such as the Rule of Three. The meeting was set to discover ways in which the

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groups can begin working together. The Commission will work with Local 400 on the problem of miscellaneous city workers not getting a wage increase because of Prop. D. These 6,000 clerical workers are among the lowest paid in the city. Most of them are women and minorities. Coordinator Heller will meet with Mr. Courtney on the issue. Local 400 stated that it supports the continuation of the Commission.

ADMINISTRATIVE COMMITTEE

The Administrative Committee recommended to the Commission that the Resource Talent Bank be used for Civil Service exempt positions. In the past it has never been used for jobs in the private sector. Presently the following positions are open: Director of Community Development, Director of Public Health, and the Director of Hospital Services. The Resource Talent Bank would be making recommendations to the Mayor, the Commission and the Chief Administrative Officer. This would be a means of getting women into higher positions in city government. Commissioner Rothschild moved that we use the Resource Talent Bank for making recommendations to the Civil Service exempt jobs. Commissioner King seconded the motion which passed unanimously.

RACISM AND SEXISM SEMINAR

The Committee on sexism and racism set a tentative date of March 5th for the seminar. Two alternative dates were suggested: February 26th and March 19th. There will be a questionnaire sent out in advance, which should be answered and returned. The Committee is planning to use Third World Women feminist facilitators, films, role playing, videotaping and discussion groups. Committee participants are Chairperson Martin, Commissioner Ouye, Revelo, and Caldera; Carol Khadjenouri, Noele Krenkel, and Ruby Tom from the Friends of the Commission; and Dalia Gutierrez, Kay Curry, and Cathy Smallwood from the staff. About 35 people are expected to participate.

HEARING ON PHASE-OUT

Chairperson Martin will deliver a speech on the overall achievements of the Commission, Coordinator Heller will do a cost effectiveness presentation, and some Commissioners will speak for a minute. Coordinator Heller read an extensive list of groups which have sent letters of support and/or plan to testify in person at the hearing before the Community Services Committee. A professional writer has volunteered to do a digest of around 2 pages on the testimony given. The issue will go to the full Board on January 24th at 2:00. At that hearing the public is encouraged to be present, but there will be no opportunity for public testimony. Attached are Chairperson Martin's and Coordinator Heller's testimonies.

SACRAMENTO MEETING ON BATTERED WOMEN LEGISLATION

La Casa and other representatives met to comment on the Presley bill. The feeling was that spending $200,000 on one center was inappropriate when there are so many centers in need of seed money. An alternative plan was presented which would allow the money to go to 6 centers, 2 in each area of the state taking in rural as well as urban considerations. The response was that this is still not satisfactory with so many groups in need. Once a shelter gets started and a house is found, it becomes much easier to get funding. The state will be diveded into 6 regions for dissemination of information on legislation. The group in Sacramento will fund information into the regions, acting as a network for communications.

AGENDA AT THE NEXT MEETING

At our next meeting Darrell Salomon, President of the Civil Service Commission will discuss Affirmative Action. All Commissions must have public hearing on the budget. The agenda may be limited only to the above two items.

COMMITTEES

Special Projects: Lori Horne, Chairperson

The Political Status of Women Planning Committee met and plans to do a series of political education Workshops once the idea is approved by the whole Committee. Commissioners who wish to have input into such a Workshop should contact Commissioner Horne.

Employment: Nikki King, Chairperson

Around 2,000 flyers will be mailed for the investment seminar which will be held Saturday, January 29th, at the Luire Room of the public library. The Seminar begins at 10:00 a.m. with coffee at 9:30 a.m. There will be a registration fee of $2.00 to pay for printing costs and postage. To date 50 people have signed up.

Supervisor Pelosi is in the process of writing an ordinance for permanent part time. If the ordinance passes, it will become city policy and there will be no necessity to go to the Civil Service Commission. At this time it looks as though permanent part-time will be imminent in the next month.

On December 20, 1976, the Civil Service Commission had scheduled a public hearing. At that meeting Darrell Salomon was to present his own Affirmative Action plan which he had written. Everyone including the Mayor, HRC, and unions felt that the move was too premature. The meeting has been postponed to February 22nd, 2:00 p.m., in Room 282. This will allow a period of time to bring comments together and form united suggestions.

At our next Commission meeting the main focus of our discussion with Darrell Salomon will be Affirmative Action. We can also discuss permanent part time and the importance of the matter that Local 400 discussed above. Commissioners Caldera and King will take the lead in the discussion. All Committee members are encouraged to attend.

Legislation Committee: Tony Rothschild, Chairperson

The International Women's Year Committee has been formed to plan the California Conference which is to take place in the summer of 1977. The Legislation Committee is still attempting to get a Legislation Workshop. The State Legislature is now in session. Beginning in February the Committee will becoming before the Commission with legislation.

Education Committee: Bernice Watkins, Chairperson

A letter will be sent to Rosario Anaya congratulating her on her appointment to the School Board.

Health and Child Care: Cyril Ramer, Chairperson

A letter was included in each Commissioners' packet addressed to Vice President Mondale on the subject of child care. The letter was sent to Mondale because he was instrumental in Federal legislation in this area.

Housing Committee: Sandy Ouye, Chairperson

The San Francisco Housing Authority has not been receptive to a bilingual staff. A letter is being sent to them recommending that they consider increasing their staff to include bilingual persons. Commissioner Ouye made a motion to send a letter, Commissioner Ramer seconded the motion which was passed unanimously.

The Attorney General is still planning to have the tenants of the I Hotel evicted. A letter is being sent asking him to delay the eviction.

A support letter will be sent to Sheriff Hongisto, expressing that we would like to give you a vote of confidence. Commissioner Ouye made the motion, Commissioner Lame seconded it, and the vote was 5 - 1 in favor.

Additional Matter

A letter will be sent to Dr. Alioto in addition to the resolution on Marie de Carli, which was covered in the Commissioners' packets. All Commissioners were unanimous in their approval of the resolution.

CALENDAR MATTERS

The next Commission meeting is scheduled for January 25, 7:30 p.m., Room 282 City Hall.

COMMISSION ON THE STATUS OF WOMEN
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COMMISSION ON THE STATUS OF WOMEN
January 25, 1977

Minutes

ATTENDANCE

Present: Horne, Lamé, Martin, Ouye, Ramer, Reilly, Revelo, Rothschild, Watkins
Excused: Caldera, King

Minutes of January 11, 1977

The minutes of January 11th are accepted as presented.

COMMUNICATIONS

From, Grace Harwood, Documentary News Service, a record of all testimony and communications received in support of the Commission. Commissioner Rothschild moved and Commissioner Ouye seconded that a letter of commendation be sent to Ms. Harwood. Approval was unanimous.

From, Maxine Brown, thanking us for our support.

From, Odile Ferras, a copy of her statement to Judge Ira Brown, Judge of the Superior Court, regarding her case.

From, the Women's Bureau, Department of Labor, announcing an Open House and Exhibit of various women's commissions' materials on March 29th, in the New Department of Labor Library in Washington, D.C. Our Commission will be sending copies of the newsletters, Commission brochure, and Friends of the Commission brochure.

From, California State Personnel Board, announcing the State Traffic Officer cadet statewide examination.

From, City of Berkeley, announcing an opening for the position of Assistant Director of Planning. An East Bay women's organization is actively working on this matter.

From, Ruth Kadish, Airport Commissioner, thanking us for our congratulations," . . .I shall do all I can do to fulfill the expectations of so many San Franciscans."

From, P G & E, advising us of ways in which we can cut down on our gas and electric bills.

From, Mission Education Projects, Inc., stating that we must reflect in the minutes that we will use their Cultural, Artifacts, and Equipment on a loan-out basis. Commissioner Ouye so moved and Commissioner Revelo seconded the motion which passed unanimously. Dalia and Joan of the staff will be responsible.

From, Women's Rights Task Force of the Office of the Attorney General, inviting directors of Bay Area Commissions on the Status of Women to sit on the Task Force and attend meetings.

From, Department of Public Works, regarding the Summer Youth Work-Training Program, where women students were placed in non-traditional jobs on a year round program, primarily as the results of recommendations made by the Commission.

To, Sheriff Richard Hongisto, expressing our support and confidence in him.

To, Walter Scott, Executive Director, Housing Authority, expressing the need for Chinese bilingual persons on the interviewing and rent collection staff.

To, Vice President Mondale, stating, "we look forward to your leadership and a renewed commitment to the children of this country." The letter was written by the Childcare Committee.

DARRELL SALOMON, PRESIDENT, CIVIL SERVICE COMMISSION

Affirmative Action Plan

Commissioner Darrell Salomon's main point was that he wants a plan which is fair and consistant with the law. He does not wish to institute a plan which will be struck down 8 months from now. Mr. Salomon would like employment to be on the basis of ability and not based on race and sex. If minority people cannot make it on their own individual merits, they should be rejected for a position. He does not feel that a public personnel agency has any duty to favor one minority group over another because of remote cultural causes that may exist. Commissioner Salomon feels that instead the obligation is to open doors to opportunity.

His plans would include the following 6 points:

1. Long term goals and timetables
2. Outreach and recruitment
3. Job restructuring
4. Revamp the selection instruments themselves
5. Help the affected group included within the applicant pool, possibly by changing the passing score of 70 downward.
6. Make an effort to provide career advancement training where the budget allows

The Human Rights Commission would be the monitoring body, and the Civil Service Commission's books, records and documents would be open.

There will be a hearing on the Affirmative Action Plan on February 27th. Thus far Mr. Salomon has received feedback from approximately 40 different persons and organizations, primarily from minorities and women. The Commissioners requested a copy of the Proposal and Commissioner Caldera's comments regarding it.

On the subject of 8440, Mr. Salomon stated that the City Attorney said that nothing else could be done. The Civil Service Commission could not themselves act as repealers of the Charter. The Commission is prepared to submit a Charter amendment to the voters which would merge entry and promotive lists. This would prevent the 8440 situation from happening again.

Proposition D

The proposition was drafted by Supervisor Barbagelata and says that the Board of Supervisors no longer bargain with labor. All power goes back to the Civil Service Commission. The Civil Service Commission is to survey wages of employees in comparable employment areas and the Board of Supervisors shall pay these rates. Employees will not be able to strike because the charter says that they will get paid what others are being paid. Supervisor Barbagelata felt that there would be no labor disputes if everything is locked into the Charter. The problem is that if present wages are surveyed, it does not take into account schedule changes during the year and data quickly becomes outdated. Some salaries were frozen a few days ago, while some high officials received 18.9 and 15.9 per cent increases.

Mr. Salomon said his Commission is presently working on this issue and he hesitated to make a public comment. He is concerned about the validaty, reliability, and accuracy of the survey produced by the group hired to do the job. He will be interested to see whether the date reflects low wages. Commissioner Reilly moved that at the January 31st presentation before the Legislative and Personnel Committee of the Board of Supervisors, the Commission on the Status of Women testify about the effects of Proposition D on the Miscellaneous and Nurses category. Commissioner Ramer seconded the motion which passed unanimously.

BUDGET

Coordinator Heller stated that ours is a no fat, bare bones budget. The Commission requested not what we want, but what we need to run the office. The total budget is $69,202, with a heavy emphasis on postage, reproduction services, phones and supplies. The past year has been our first full fiscal year. We have now grown to 8 staff members, and have around 200 active volunteers on committees and projects, so our budget is based on what we have spent this first half year. The recent Board of Supervisors' hearing worked in our favor, especially in the area of communications. A frequent complaint had been that the Commission did not keep the public informed of what was happening at the Commission. The budget was unanimously approved.

OTHER BUSINESS

Commissioner Rothschild proposed a resolution thanking the Coordinating Committee for the hearing and the Commission staff for the outstanding work which they had done. Commissioner Ouye seconded the motion which passed unanimously. Coordinator Heller mentioned that the vote was 8 to 3 in favor of the Commission.

The financial seminar is a sellout. A second one is scheduled for February 19th.

For the symphony concert and the reception honoring Sarah Caldwell, prime orchestra seats have been reserved. The cost of the concert and the reception, sponsored by the Commission, is $10.50.

B.J. Miller of Fair Employment Practices Commission would like us to be concerned. pregnancy and sick leave issues. Pregnancy as a disability has been struck down. However, sick leave in some jurisdictions has been credited to pregnancy, and this practice should be retained. She requested our support on the matter.

The racism and sexism seminar has tentatively been scheduled for March 5th, at the Community College annex.

Calendar Matters

The next Commission meeting is scheduled for February 8th, 7:30 p.m., Room 282.

CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN

50 FELL STREET

FIRST FLOOR

SAN FRANCISCO, CALIFORNIA 94102

TELEPHONE 558-3653

January 14, 1977

Chairperson Nelder, Supervisors Feinstein and Francois, Community Services Committee of the San Francisco Board of Supervisors:

You have just heard the report on the Status of Women and are already familiar with our achievements in the past year and one-half in these areas. The Ordinance clearly mandates the Commission to identify problem areas which impede equality and take active steps to remove the barriers. To address this immense task, the City has provided a budget of $59,000 to the Commission. This amounts to .08 of 1% of the City budget. My testimony is focused on ways in which the San Francisco Commission on the Status of Women is cost effective.

PERSONNEL

Unpaid

The Commission utilizes the skills of eleven active commissioners, fifteen interns from Bay Area colleges and universities in a formalized program, volunteers from Project 20 and other community agencies and two-hundred volunteers serving on committees. In addition, Friends of the Commission generates publicity such as WOMENEWS and does fundraising for special projects.

Paid

Two staff persons are paid through the city budget. Because of the broad mandate of the Ordinance and the development of a solid work program, the Commission has been able to get six top quality employees on staff. This is a federally funded program and does not affect the city tax base. CETA employees provide a number of vital services: clerical, handling of complaints, the staffing of active committees, research, information and referral, bookkeeping and community outreach.

EQUIPMENT

There have been donations by staff of the use of office machines such as typewriters and a mimeograph machine, repair of machines has been free at the San Francisco Skills Center, after successful negotiations the Federal government donated surplus furniture, and after successful solicitation equipment and machines were obtained through Friends of the Commission granting tax deductions to donors.

EXPANSION OF COMMUNITY PROGRAMS

To date, the Commission has been able to sponsor a five county employment conference and a financial seminar without an increase in the city budget. In the past, because

it incurs costs, City Departments could not accept money directly. This had been a detriment in sponsoring public functions. The Commission's method is to charge a two or three dollar registration fee to cover costs, which is administered by Friends of the Commission. Using the procedure outlined above the Commission anticipates sponsoring more public programs and conferences in 1977.

CONCLUSION

In light of the Commission's accomplishments in a short year and a half with a $59,000 budget, it should be clear that there has been a good return on the tax dollar. There is no financial reason for the phase-out of the Commission.

After you hear today's testimony, we feel that you will agree that there should not only be a continuation of, but an even greater city commitment of resources to the Commission on the Status of Women.

Susan J. Heller, Coordinator
San Francisco Commission on the Status of Women

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January 14,1977

Chairperson Nelder, Supervisors Feinstein and Francois, of the Community Services Committee of the San Francisco Board of Supervisors:

In the first Women's State of the Union Address delivered yesterday in Washington, D.C., by Karen DeCrow, president of the National Organization for Women, she pointed out that as of 1976 the "Men's" State of the Union message, delivered by every president of the United States since George Washington in 1790, comprises 3,181 pages. In this entire record explicit references to the status of women in this country amounts to 1½ pages. The few references to women were linked with the status of children and the need for protective labor legislation for both--protective legislation which, I might add, was used effectively by employers to "protect" women from status jobs, overtime pay and promotions.

As the United States begins its third century, it should be made clear just what the status of women really is. The area of most urgent grievances encompass women's state in the labor force, sexism in our schools, access to adequate health care, physical and economic protections for homemakers, and laws affecting our privacy and the power of control over our own lives. We comprise the majority of the population and are treated as a minority.

Nearly one out of two women is in the labor force today. Over 70% of them are either single, widowed, divorced, separated or have husbands who earn less than $10,000. Women work for the same reasons men do--for economic survival. Yet women who work at full-time jobs outside the home earn only 57% of what men do. A woman has to work 9 days to earn the same amount of money a man does in 5. In 1974 the median income for men was $11,835--75% more than the $6,772 for women. Less than 2% of women workers earn salaries in excess of $15,000 annually. Women with a college degree have lower incomes than men who completed only the eighth grade. Furthermore, the employment and income situation is even more aggravated for minority women. Their unemployment rate is over 10%--nearly double the rate for white men. Income for minority women workers is 94% that of white women, 73% that of minority men, and 54% that of white men. Female-headed families now constitute 15% of all families, but the proportion of female-headed families in poverty is 41%. In other words, most women are poor, and most of the poor are women.

This problem is compounded by the lack of child care facilities. In 1974 5 million working mothers had 6 million pre-school children, but available child care slots numbered less than 1 million. Monies appropriated by the 1976 federal day care bill are being used in California by Governor Brown--over the protest of this commission and other women's groups--to bail out other programs rather than to bolster the existing child care system as was intended by the Congress.

Women, particularly minority women, continue to be the unknowing guinea pigs for irresponsible and dangerous experiments in birth control methods. Another very alarming violation of women's rights is sterilization abuse. Many poor women are pressured into sterilization under threat of losing their welfare benefits. One-third of Puerto Rican women of childbearing age, 20% of married Black women and at least 15% of Native American women are sterilized.

Perhaps the greatest threat to women's health is domestic violence. Some authorities estimate that wives in more than ¼ of American marriages suffer physical abuse at the hands of their husbands. Law enforcement and social service agencies are a dismal failure in coping with marital violence. There are public outcries about violence in the streets and little attention to violence in the home, where children learn--by society's inaction--that violence is accepted behavior and a viable means of problem-solving.

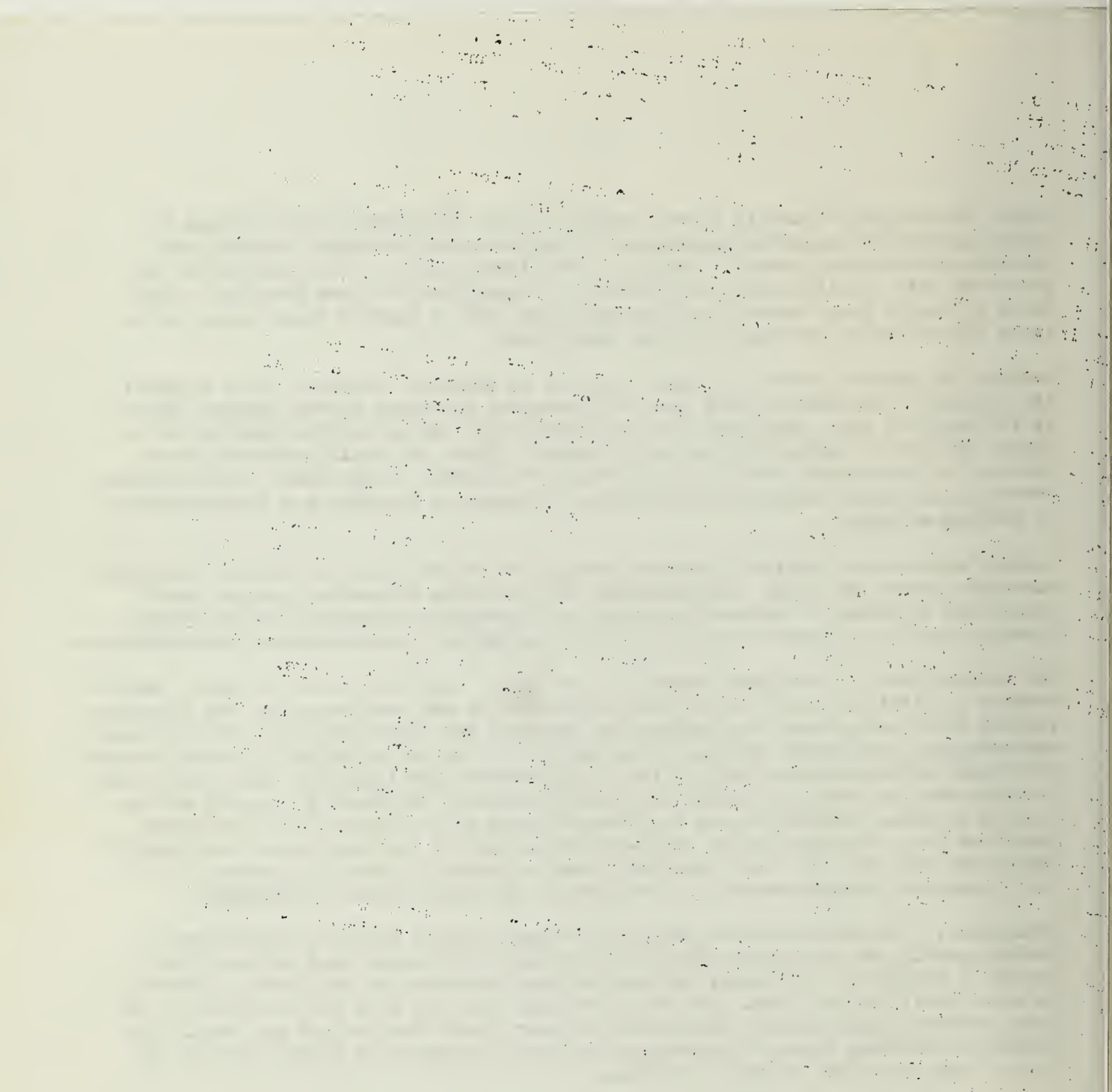
Lesbian mothers are routinely dragged through sexist judicial procedures to deny them custody of their children. Additionally, lesbian women in America have no legal protection or avenue of redress when they are discriminated against in employment, housing, credit, military service, public accomodations, immigration or naturalization.

The Women's State of the Union message is not good. And the Women's State of the City message is little better. Priorities established by our commission for San Francisco include child care, legal and legislative remedies for victims of rape and wife-abuse, emergency and low-income housing, enforcement of Title IX in the public school system, a workable Affirmative Action plan for civil service, appointment of qualified women to high posts in city government, improving conditions for women prisoners, and inclusion of sexual orientation as a protected class in the state's Fair Employment Practices Act. Already, in the short-term existence of the commission, considerable impact has been made on these gut-level women's issues. A detailed account of our activities and accomplishments can be found in the latest issue of Womenews.

Personally, I am an advocate of Sunset laws which require periodic evaluation of public agencies to insure that their services are still needed and their delivery system is effective. Certainly the goal of any Commission on the Status of Women is to work itself out of a job. But as you can see from the 1977 Women's State of the Union message, which I have only covered in part, that time has not yet come. Our commission has only begun to address the countless issues that affect women in our city. There is still so much to be done.

We ask therefore that the Community Services Committee recommend to the full Board of Supervisors that the Commission on the Status of Women be continued as an integral part of city government.

Del Martin, Chairperson
San Francisco Commission on the Status of Women



2-8-77 SF

COMMISSION ON THE STATUS OF WOMEN
February 8, 1977 Minutes

ATTENDANCE

Present: Caldera, Horne, King, Martin, Ouye, Ramer, Reilly, Revelo, Rothschild, Watkins

Excused: Lamé

Minutes of January 25, 1977

The minutes of the January 25th meeting were corrected as follows. On page 2, second paragraph: There will be a hearing on the Affirmative Action plan on February 22 (not February 27th as written), at 2:00 p.m., City Hall Room 282.

COMMUNICATIONS

To, Dr. Z.L. Goosby, President, San Francisco Board of Education, sending him a resolution adopted by the Commission on Marie de Carli's case. ". . . it has been established that the proper and final process is to calendar this matter for the Board Members to vote upon a Resolution renewing Ms. de Carli's employment for this semester and renewing said resolution on an annual basis. Therefore we are requesting, since the Board Members has such an option, that said option be instituted not more than, but at least for the remainder of this semester."

To, Members of the Finance Committee of the Board of Supervisors, requesting that they give their fullest consideration to supporting the ordinance which will create permanent part-time employment in San Francisco city government.

From, Sonoma Commission on the Status of Women, stating that they join with the Alameda County Commission in requesting that an additional workshop for minority women include the Lesbian women. A second request was that another conference be held addressing the needs of older women and displaced homemakers as an additional minority group.

From, Dr. Z.L. Goosby, President, Board of Education, in response to the letter above. "Inasmuch as it involves a matter of a contract, I am referring your letter to Mr. LeRoy Connon, Legal Advisor, and would suggest that future communications be addressed to him."

From, Mayor Moscone, announcing a public hearing on the Commission's budget on February 23, at 7:00 p.m. at Aptos Junior High School, 105 Aptos Ave. We are #3 on the agenda preceeded by Adult Probation and the Civil Service Commission. We will be followed by 11 other departments. Other departmental hearings will be on February 26th, at 10:00 a.m. at Marina Junior High School and March 3rd, at 7:00 p.m. at Edison School. The Mayor has requested the presence of each department head.

From, Women in Apprenticeships (WAP) a newly-formed, non profit organization advocating equal opportunities in apprenticeships. The organization is an outgrowth of Advocates for Women. In April an apprenticeship conference is scheduled for individual women and women's groups. WAP requested that the Women's Bureau and the Commission act as co-sponsors. Sponsoring will not require money. Instead the Commission will be asked to help with publicity (WomeNews and the calendar), finding a location and soliciting facilitators. Commissioner King moved that the Commission act as co-sponsors, Commissioner Horne seconded the motion, and it passed unanimously.

From, Kenneth L. Butler, Director, Community Health, San Francisco Lung Association, announcing the Women and Smoking Symposium planned for Saturday, April 9th, beginning at 9:00 a.m. The keynote speaker is Congresswoman Yvonne Brathwaite Burke. Mr. Butler stated "that in a short decade, the proportion of women who smoke a pack or more of cigarettes a day, has doubled."

From, The Resources Agency of California, stating that the "Civilian Conservation Corps will hold the first program since the 1930's and perhaps one of the first programs instituted by Government that will provide the young women of our State an opportunity for entrance into the nontraditional arena." He enclosed materials to review regarding the operational aspects of the California Conservation Corps.

RACISM, SEXISM, CLASSISM SEMINAR

There has been difficulty in getting a time and date which will be convenient for 35 people. A survey of all individuals involved showed that Saturday, March 19th, is agreeable to the greatest number of people.

The location is the Lake Merced Boating House from 9:30 a.m to 4:30 p.m. The event is a potluck. The questionnaire should be turned in as soon as possible. These questions are to be used as a focus for discussion points which the working committee will use to organize the seminar. An attempt is being made to recruit Third World Women facilitators.

AUSTRALIAN REPORT

Commissioner King met with Dr. David Tonkin, Leader of the Oppostion, Parliament of South Australia. She stated that Mr. Tonkin is a dedicated and enthusiastic feminist who introduced legislation making it illegal for a husband to rape his wife. He had stated that Australia is a sexist country with a high incidence of rape. Mr. Tonkin is also working on obtaining equal rights for women in South Australia. Legislation is going to be introduced in California by Assemblyman Mori, which would make it illegal for a husband to rape his wife. The Legislation Committee will be working on that bill.

ADMINISTRATIVE COMMITTEE

In each Commissioner's packet was a detailed plan to help save money during the current fiscal year. The extra money we presently have is going toward utilities (an item not budgeted for) and possibly moving. Therefore there is no option but to cut down. Commissioner Ramer moved that the money-saving plan be adopted for the remainder of the fiscal year or until we have additional funds. Commissioner King seconded the motion, which passed unanimously.

Commissioner Rothschild pointed out that with the Board of Supervisors hearing the major complaint was that the Commission did not communicate enough with the community. Although this plan decreases communication it is fiscally necessary to do with what we have, but we should still explore other areas for funds.

The major concern was that each committee work out a system where a lot of phone calls and mailings are not necessary. This would require that each committee schedule regular committee meetings rather than use random scheduling. A monthly calendar will be sent out as notice of these meetings. Membership lists should be kept current with only interested members receiving materials.

Commissioners made additional suggestions on saving:

1. Each Commissioner might take her committee minutes and be responsible for the typing and xeroxing herself.

2. Every committee will be allowed 1 mailing per month, and the second mailing may be done at the Commissioners' expense.

3. Each Commissioner can give 1 paycheck per month to the Commission.

COMMITTEE REPORTS

Affirmative Action: Maria Caldera, Chairperson

A memo was included in Commissioners' packets which is an excellent critique of Commissioner Darrell Salomon's Affirmative Action rule change. The critique was written by Mr. Frank Anderson of the Human Rights Commission. The Affirmative Action Task Force felt that, instead of saying we support HRC's statement, the Commission should take a stand of its own because so much work has already gone into the subject. The Commission was asked to adopt the following recommendations:

1. City wide plan be generated by the Mayor and Board of Supervisors. This would include:

    a. Community input in all stages of development in the formulation of the plan.

    b. Community input would serve to educate both city agencies and community groups to each other.

    c. A general Task Force would be created to implement and monitor the general city-wide Affirmative Action plan. The Commission on the Status of Women should have a position on the Task Force.

2. In the content of an Affirmative Action plan, the Commission should have access to workforce data.

3. That utilization analysis by Civil Service points to the need of tracking applicants every step of the way through the job selection process.

Specific changes in Salomon's plans are encompassed in HRC's comments. Task Force comments were based on the Task Force's knowledge of Affirmative Action and the Civil Service job selection process . Comments are not directed toward any one individual. Commissioner Salomon stated that what Civil Service is adopting is not a city-wide plan; it only affects Civil Service. The program does not affect CETA, other federally funded programs, or positions funded by the Mayor's office.

Various remarks were made on the discussion held at the last Commission meeting. Among them were the following:

1. It was stated that the figure that 60% of all job certifications are minorities is misleading because CETA and temporary workers were included. These are generally jobs with a high turnover, requiring low skills, and have no impact on the permanent work force.

2. Not one Civil Service job has been restructured in the last year.

3. The plan has no real mention of Affirmative Action. It does nothing to correct past inequities.

4. Women and minorities are impacted at lower level jobs. The Civil Service Commission's own race and sex survey revealed this.

5. Commissioner King stated that the Civil Service Commission should not be color blind and hire strictly according to ability. According to EEOC guidelines - the hirer must be aware of race and sex in order to correct inequities.

6. Goals and timetables are legal so far. A recent Supreme Court case allowed a strong Seattle Affirmative Action plan which allowed goals and timetables.

7. Christina Chen, a spokesperson for Chinese Women in Action spoke about a briefing by the University of California general counsel on the current Bakke case.

8. Under the EEOC guidelines if 2 equally qualified candidates apply, the employer must select the person from the underepresented ethnic group.

The Committee representatives wanted to make it clear that they are not supporting quotas, but are supporting goals and timetables. Goals and timetables set targets, but are not specific requirements at every single step. It does not mean that an agency will be sanctioned if they have not reached their timetable.

A motion was made that the Commission adopt the Task Force report as a basis for the hearing on February 22nd. Commissioner Ouye moved that the Commission take a stand on the Affirmative Action Task Force's recommendation. Commissioner Horne seconded the motion which passed unanimously.

IMAGE de Calif. asked for a letter of recommendation on their proposal for the use of State Discretionary CETA funds. The program would train women and minorities in taking and passing examinations primarily into Civil Service.
The program will be organized on a regional basis and in Northern California San Francisco will be the home base.

Commissioner Caldera made a motion that the Commission write a letter of support. Commissioner King seconded the motion which passed unanimously.

Commissioner Caldera moved that letters be sent to various Commissions and Commissioners to let them know that the Commission is not in agreement with the Civil Service Commission's rule change and does not feel that it is adequate for the City. The letter also informed them of the hearing. Commissioner Ouye seconded the motion which passed unanimously.

Legislation Committee: Tony Rothschild, Chairperson

Ms. Elizabeth Price of the Legislation Committee gave a very informative presentation on SB 19 which is presently in Committee in Sacramento. This bill extends the employer - employee relationship to an occupier of a public dwelling and her employee. This group of employees should be treated in a non-discriminatory manner. PROS: Because there are

physical hazards in their work, this group should have a remedy without going into fault. They are not a wealthy class and particularly need legal and health care. Worker's Compensation makes it easier for them to be compensated if not made whole again. Worker's Compensation is no-fault recovery; there is no need to show negligence on the part of the employer. It does not have the stigma that welfare does. Previously employees did not initiate litigation because they had been with their employers for a long time and did not want their work relationship to be destroyed. Also, recovery depended on the deep pocket of the employer and renters had less money and tangible assets. It was usually not a large personal injury case, which made it difficult to find an interested attorney.

Worker's Compensation would change all of this because fault would not need to be proved It would prevent extensive litigation which often clogs up the court dockets. Compensation could be obtained more quickly than through litigation.

CONS: The renters' insurance rates would go up, although exactly how much is not yet clear. Ms. Price stated that if tenants become legally liable to employees on their premises, insurance rates will be competitive, and they should not be too much higher. Unconscionable rates cannot be charged for what is a requirement by law. Coordinator Heller stated that Union Wage is highly supportive of the bill and has requested that the Commission give its support, also. The vote was taken and it was a tie of 5 - 5. Dissenting votes were: Commissioners Caldera, Ouye, Reilly, Revelo and Watkins.

It was suggested in the future that:

1. The Commissioners receive bills before the meeting or that there be a brief summary of the bill on the agenda to give Commissioners an idea of what is to be discussed.

2. The Legislation Committee meetings should be rescheduled in order that there not be a time problem with the Commission agenda and availability of bills.

3. Local senators and assemblymen should be contacted for copies of the bills.

Education Committee: Bernice Watkins, Chairperson

Title IX forums are being planned in a city school in the near future. The Task Force on the San Francisco Unified School District student rights grievance procedure has been completed.

Special Projects: Lori Horne, Chairperson

The Task Force on the Political Status of Women has 40 people who wish to remain as active members. They requested approval of a workshop beginning April 14th, called "Winning - Women in Politics - How to Run a Successful Campaign The workshop will be in 7 parts: 4 lectures and 3 mini discussions on the lectures. There will be a mailing list of 2,000. The cost is $2.00 per lecture, $1.00 for the mini meeting and $8.00 for the entire series. The cost will pay for all of the expenses: rental, printing etc. Commissioner Horne moved that the Commission accept the workshop, Commissioner King seconded the motion which passed unanimously.

Health Committee: Cyril Ramer, Chairperson

There will be a hearing on Saturday and a representative of the committee will testify in support of the Department of Health's Sterilization regulations. The priorities of the Committee will be the general knowledge of the health needs of women and children. Commissioner Ramer stated that Elizabeth Price has been the Legislation Committee representative to the Health Committee and has been a fantastic resource for which she is grateful.

Housing: Sandy Ouye, Nicerita Revelo, Co-Chairpersons

A handout had been distributed which was a result of a survey on availability of emergency housing in San Francisco. The results will be shared with other community groups who may be looking for funding. There are less than 300 beds in all of San Francisco available on an emergency basis. A motion that these results be used to help other community groups to further their work with emergency housing passed unanimously.

Commissioner Revelo reported that the Chinese Coalition for Better Housing has requested our support in their fight for the Mei Lun Yuen Housing project for low income families.

The project has been approved by the Planning Commission,but the Nob Hill Neighbors have since presented opposition, suggesting that part of Chinatown be downzoned. If the 40 foot limit sought for most of Nob Hill would make it impossible to develop new low and moderate income housing and would prohibit the construction of a new community college center in Chinatown. Chinatown organizations and individuals were never consulted about the downzoning request. Commissioner Revelo moved that a letter be written to object to the Nob Hill Neighbors' proposed downzoning. Commissioner Reilly seconded the motion which passed unanimously. The Housing Committee sent Pam Lee to testify at the City Planning Commission hearing on February 9th.

Employment Committee: Nikki King, Chairperson

Approximately 80 women attended the first Financial Planning Seminar. A second session is being scheduled to handle the overflow on February 19th, at the Lurie Room of the Main Library, from 9:30 - 2:00. Commissioner Ouye reported that Pat Plant gave an objective, clear and direct presentation. The information given was thorough and meaningful to women.

The permanent part-time ordinance is now before the Finance Committee. A lot of questions have been asked about how much a permanent part-time program would cost the City. There will be a requirement for full health coverage and other expenses to the city. There is presently a need for more hard data about how many would use the program and how much it would cost. A survey will be made of each department to determine this. The Task Force may suggest a pilot program to minimize the fears about the added expenses.

The Employment Committee has supported the Union's Position on the City pay proposal. 70% of women workers would have less than a 1% wage increase while management may receive large raises. The Commission gave testimony on the subject to the Legislative and Personnel Committee.

Calendar Matters

The next regularly scheduled Commission meeting will be February 22nd, 7:30 p.m. at 282 City Hall.

COMMISSION ON THE STATUS OF WOMEN
50 FELL ST. 1st FLOOR
SAN FRANCISCO, CA. 94102

THIRD CLASS
MAIL

San Francisco, CA 94102

DOCUMENTS DEPARTMENT
Public Library
Civic Center
San Francisco, CA 94102

COMMISSION ON THE STATUS OF WOMEN
February 22, 1977

ATTENDANCE

Present: King, Lamé, Martin, Ouye, Reilly, Revelo, Rothschild

Excused: Caldera, Horne, Ramer, Watkins

Minutes of February 8, 1977

On page 2, Australian Report, add: Chairperson Martin and Commissioner King met with Dr. David and Prudence Tonkin.

COMMUNICATIONS

From, Mayor George Moscone, announcing corrections regarding the public budget hearings. The Commission on the Status of Women had their hearing on February 23, 1977.

From, Feed the Cities Program, Women's International League for Peace and Freedom, announcing a conference called "Feed the Cities . . . Not the Pentagon!" Among the topics of discussion are: The City Budget, The Federal Component, Major Inadequacies, The Pentagon Budget, City Programs in Need. Saturday, March 12, 1977, San Francisco Public Library, Lurie Room, 9:30 - 4:00 p.m.

From, March 13th Women's Rights Committee, announcing their Second Annual Day in the Park for Women's Rights, in Marx Meadows, Golden Gate Park, from 1:00 - 4:00 p.m. The rally will address itself to a broad range of issues facing all women . . . passage of the ERA, equal rights on the job, abortion rights, opposition to forced sterilization, lesbian rights, childcare and others. Commissioner King moved that we endorse the event, set up a table and provide a speaker. Commissioner Ouye seconded the motion which passed unanimously.

From, San Francisco Women's Centers, congratulating us on our strong statement and support of women that the Commission presented to the Board of Supervisors. "We hope your effort to survive as an autonomous commission is 100% successful."

From, Women Organized for Employment, stating, "We have won 2 great victories! Our massive protest stopped the gutting of affirmative action regulations, and in place of John Dunlop, F. Ray Marshall has been appointed Secretary of Labor."

From, WEALTH, Hotel, Restaurant and Institutional Management Program, commending Nikki King. "Your presentation was downright inspirational. If our group had your energy we would conquer the world. The education of women to their rights is quite a task and support and unity are essential."

From, Vice President Walter Mondale, thanking us for our letter and material on day dare. "You can be assured that I shall continue to lend my support to insure that nation-wide day care services are maintained, promoted and expanded."

From, CORO Public Affairs Training Program For Women, announcing their Women's program. An intensive ten week examination of public affairs in the Bay Area. "This tuition-free program is designed for the women over 30 who has some prior involvement and demonstrated interest in the field of public service."

From, Assemblyman Art Agnos, to Manual Ortiz, Director, state CETA Office, urging consideration of our Commission's proposal for funding under the Governor's 4% discretionary fund. He stated that the proposal "outlines an innovative program addressing not only unemployment but very serious problems faced by battered women who often remain with their spouses because of economic dependence."

To, Mr. Robert Won, CETA, requesting an additional clerical person through CETA. The position has since been approved.

To, Mr. Eddie Baca, Gay Community of Concern, announcing support of his proposal for extended counseling services for Gay clients particularly for Third World and low-income Gay women and men.

To, Unemployment Appeal Board, regarding the appeal claim of Ms. Ollie Bozarth. Ms. Bozarth was given more and more responsibility without additional pay and was in a sense forced to retire. Unemployment insurance guidelines must take into account this kind of sex and age discrimination.

To, Mr. William Mallen, Executive Director, Mayor's Criminal Justice Council, commending Project 20 on an outstanding program. They have referred many interns to us in the past.

To, Dr. Louis Batmale, Chancellor, San Francisco Community College District, commending him on his Skills Center, which has been fixing our typewriters.

HELEN LITTLE, WELFARE RIGHTS ORGANIZATION

Ms. Little is the President of the Bay Area and Northern California Welfare Rights Organization (WRO) and has worked with this organization for 15 years. WRO in San Francisco is in such financial trouble that the office may have to close.

In the past, problems which WRO has focused on are:

1. opening the doors to meetings such as Commissions, Board of Supervisors, and the Housing Authority.

2. trying to get welfare women the right to keep possessions of their own.

3. keeping a landlord from harrassing welfare tenants, such as by checking their rooms to see what possessions were there.

4. helping mothers keep their children.

In the past WRO had grass roots funding, no paid staff and another organization paid the rent and phone. Later the group functioned from Ms. Little's home. Currently there are no funds available. Rent has been paid only through the end of the month and there is no phone.

Ms. Little brought up two current issues. First: she stated that the importance of education must be emphasized to all women, particularly to young, single mothers. They must be encouraged to return to school. Mothers must educate their children, that they are not to destroy other people's property.

Second: there are very poor conditions in the public housing, bad lighting, and elevators which are constantly breaking. Union workers who fix the elevators work only from Monday to Friday. Emergency crews are rare. Women are often raped, robbed and beaten because of the broken elevators. There are few guards. The police and the Housing Authority both try to shift responsibility to the other party. Mini parks are for winos and pushers, and the community cannot enjoy them.

Commissioners suggested that WRO seek funding from sources such as Glide Church, the San Francisco Foundation and the Rosenberg Foundation. WRO stated that many organizations do not want to give any funds until seed money is available. Commissioner Ouye moved that a letter of endorsement be sent to the San Francisco Foundation and any other foundation which WRO requests. Commissioner Lamé seconded the motion which passed unanimously. The staff can help WRO in writing proposals when seeking funding. A meeting will be arranged with the District Attorney's Family Support Bureau to see what can be done about following through with the collection of child support.

SPECIAL HOUSING ISSUE

Commissioner Ouye moved that letters be sent to the head of the Housing Authority, Mayor Moscone, and the Board of Supervisors to address the whole issue of housing. Among the issues are the need for more lighting, thorough maintenance and more security. Commissioner King seconded the motion which passed unanimously.

INTERNATIONAL WOMEN'S YEAR

All 50 states are to hold conferences before July 10, 1977. The nationwide Houston conference will be in November. 65,000 delegates are expected, 96 being from California. The Commission in Washinton,D.C. appointed a Coordinating Committee in California which met in Los Angeles on February 12th. There the Committee decided that the California Conference will be held in Los Angeles.

IWY was extended by an act of Congress with an allocation of funds. The conferences should result in a report to the President and Congress which will hopefully get programs moving.

COMMITTEES

Employment: Nikki King, Chairperson

The Affirmative Action hearing, on the Affirmative Action rule changes made by Commissioner Darrell Salomon, was postponed from February 22nd to March 7th.

Sherry Curteman writes a 3 minute radio column which began as a calendar. In 3 minutes she discusses important issues in which the Commission is currently involved. Anyone with items to be discussed should submit them to Dalia of the staff. Pat Plant had a second workshop with a third one planned on Saturday, April 30th from 10:00 a.m. to 3:00 p.m.

Legislation: Tony Rothschild, Chairperson

Commissioner Rothschild reported that he was disappointed in the manner in which the last Legislation Committee speaker was treated. Some Commissioners were talking throughout her entire presentation. A purpose of a standing committee is to facilitate the work of the Commission and Commissioners. The Committee was charged with reviewing and recommending legislation. Committee members, who have a background in legislation, are helping us do our homework. If a committee member comes before us we must extend courtesy and respect to her. The Legislation Committee can deal with controversy and is not objecting to the way the vote turned out. Instead they are requesting that they be listened to and that the same questions not be asked repeatedly. At the last meeting three recommendations were made to the Legislation Committee on how to be more prepared.

1. Sending bills to Commissioners prior to a meeting minimizes the importance of the Committee.

2. The meeting date will not be changed. The committee was informed by an authority that the few days delay will not make much difference. There is a 30 day waiting period before a bill goes to committee.

3. Some Commissioners had requested that they be informed as to what groups supported and opposed each bill. Most of the pros and cons will have been heard. This should give enough imput on what the Legislation Committee feels concerning the legislation. By asking what groups are for and against it, one is saying that the judgment of groups is better than one that you could make as an individual. On certain issues that are of great current interest, it would be easy to find the pro and con groups. However, in most cases it is not an easy task.

Commissioner Ouye moved that we reconsider SB 19. She stated that an open discussion on the issue is important. At the last meeting the issue was rushed. Commissioner King seconded the motion. Commissioner Reilly was the sole opposing vote. After a discussion the vote was taken and the 2 dissenters were Commissioners Reilly and Revelo.

Commissioner Rothschild presented information on AB 138. The bill covers establishment of a second Displaced Homemakers Center. The Commission has previously supported the first one in Alameda. Commissioner Ouye moved that the bill be supported. Commissioner King seconded the motion which passed unanimously.

Diane Beaufait presented AB 105, which was introduced by Dr. Theresa Hughes. This bill would require the California Post-secondary Education Commission to report to the Legislature and the Governor on March 1, 1979, and every two years thereafter until 1983, concerning the employment, classification, and compensation of ethnic minorities and women by the University of California, the California State Universities and Colleges, and the public community colleges, and the result of Affirmative Action efforts by those institutions. This bill does not apply solely

to academic positions, but it also applies to administrative and other employees. Commissioner Ouye moved to support this bill, Commissioner King seconded the motion which passed unanimously.

Chairperson Martin introduced Assemblyman Mori's bill AB 327, which would change the Penal Code definition of rape to cover rape in marriage. The definition "not the wife of the perpetrator" will be eliminated. A motion was made to support this bill; approval was unanimous.

Commissioner Rothschild stated that the Legislation Committee will act as a backup for all other committees. Much of our work is interrelated and we should help each other and avoid a duplication of efforts.

Other Business

The Commissioners agreed to send three letters. The first to Governor Brown commending him on his appointments to the Supreme Court. The second to the three members of the Commission on Judicial Appointments to recommend that they vote for Rose Bird and Wiley Manuel. The third to Examiner Editor Reg Murphy for his editorial in support of fair pay and equal opportunity for women.

COMMISSION ON THE STATUS OF WOMEN
March 8, 1977

Present: Horne, King, Lamé, Martin, Ramer, Ouye, Revelo, Rothschild

Excused: Caldera, Reilly, Watkins

COMMUNICATIONS

From, Assemblyman Art Agnos, a letter on Apprenticeships in Political Leadership stating that "For there to be lasting change it is necessary that the skills, knowledge and strategies of influencing decisions through the political system be vested in the community and not in a few well-meaning elected officials." He enclosed a proposal which outlines how he intends to work toward carrying out his commitment. He would like us to review it.

From, Institute of International Education, informing us that 17 women from 15 foreign countries will be in San Francisco from Saturday, March 19th until Thursday, March 24th for a multi-regional conference on Women in the Economy, sponsored by the cultural exchange program of the U.S. Department of State.

Carol Wilder of the Department of State office here would like each woman to be taken sightseeing in San Francisco on Sunday, March 20th and to receive a dinner invitation at a local resident's home on Sunday, March 20th or Tuesday, March 22nd.

She sent us a list of participants. Anyone interested should call Carol Wilder at 556-3990.

From, Rita George, Candidate for Supervisor, "My campaign would appreciate any recommendations and suggestions which the selected committees and task forces can offer concerning women's issues."

From, Laura Zelmachild, urging organizations not to show the 2 films"How to Say No to a Rapist and Survive" and RAPE by the Gary Mitchell Film Co.

From, Attorney General Evelle Younger, thanking us for our letter regarding the nomination of Rose Bird as Chief Justice of the California Supreme Court. "Be assured we will seriously consider your comments."

From, Iva Toguri, stating, "The full and unconditional presidential pardon has been received, and the cherished U.S. citizenship restored. Your strong endorsement was of great comfort to us and was an significant factor in the success of the campaign."

From, the December Conference on Violence Against Women, a focus on motherhood developed. They would like to see the following happen: a conference on motherhood, a support network for mothers in the Bay Area, publication of a collection of feminist writings on motherhood, a rally/picnic/benefit on Mothers' Day May 8th. An organizational meeting will be held on Sunday, March 13th, at 2:00 p.m., 1254 Market Street, second floor, (New College of Law).

From, All People's Coalition, which began in 1972 in Visitation Valley as a citizens' organization to unite a divided community. Since then APC has worked to preserve childcare facilities, helped get a childcare center started, worked on problems of low cost housing for single women with children, education-extension programs and site acquisition for recreation purposes. They are presently working to get an affirmative action program started in the Sunnydale section. They asked us to submit a letter of endorsement to the San Francisco Foundation on their behalf. The Commission voted unanimously to send a support letter.

From, Pat Plant: "Thank you for helping me to make women money makers instead of just money handlers, for giving them a passport to independence and the power to control their own future."

From, Women in Apprenticeship Program, Inc., Announcing an open house on Thursday, March 10th from 3:00 - 7:00 p.m. "WAP, Inc. is now in its first year of operation as an independent organization after 3 years of existence as a project of Advocates for Women."

From, Northern California Welfare Rights Organization and Bay Area Welfare Rights Organization, Inc. thanking us for the invitation to appear at the February 22nd, commission meeting, the suggestions made there, and our offer of letters of support to foundations.

From, Marcia Bowdry, News and Public Affairs Administrator of Channel 44, regretting that she cannot be at tonight's celebration. She invites women's organizations to call her at 885-3847 to dicuss programs.

To, Governor Edmund G. Brown, commending him on his two appointments to the Supreme Court.

To, the three members of the Commission on Judicial Appointments (Attorney General Evelle Younger, Acting Chief Justice Matthew Tobriner, Sr. Presiding Justice of the Court of Appeal Parker Wood), strongly recommending that they cast their votes for Wiley Manuel and Rose Bird.

To, Supervisor Terry Francois, stating that we applaud his stand and the actions of citizens' groups who are organizing protests against the inordinate amount of violence on television programs.

To, Mr. Reg Murphy, Editor of the Examiner, congratulating the Examiner on its enlightened editorial of February 20th, and their support of fair pay and equal opportunity. The letter informed Mr. Murphy of the areas in which the Commission is involved and expressed hope that the Examiner will take a positive stand in these areas.

To, Mr. George Reasing, General Manager, KPIX, informing him that we enjoyed the Belva Davis interview with Pat Plant. "The Commission feels that her presentations are invaluable to women. We are pleased that your station has recognized her contributions."

To, State Senator Arlen Gregorio, recommending that the $3,000,000 available under Title XX funds be earmarked for emergency shelters and services for battered women and their children.

To, Assemblyman S. Floyd Mori, informing him that the Commission unanimously endorsed his AB 327.

To, each Assemblyman on the Criminal Justice Committee, stating our strong support of Assemblyman Mori's bill. "We see this legislation as long overdue in the need to protect all women who have been raped - regardless of their marital status."

To, Ms. Virginia Cochran of the San Francisco Symphony Orchestra, thanking her for her help with our recent concert/reception with Sarah Caldwell.

INTERNATIONAL WOMEN'S DAY

SPECIAL PROGRAM: Women's Organizations in San Francisco

WOMEN ENTREPRENEURS (Susan Forney, Past President) This organization offers the women business owner recognition, support and information. Women who own their own businesses or are officers and stockholders of corporations join as full members. Others are welcomed as associate members. Guest speakers are chosen and programs planned so women at all levels of business experience can gain resources, share knowledge and can, collectively, make an impact on the business community to provide greater opportunity for women in business. A monthly newsletter keeps members informed of the program for the coming meeting, business activities of members, community workshops and classes and legislative issues of special interest. A handbook of business resources is being compiled. Workshops in marketing, business management and personal development are in the planning stages and a library of business publications is being assembled.

NATIONAL WOMEN'S POLITICAL CAUCUS (Beatrice Cardenas, Chairperson) In 1976 NWPC continued its strong involvement as political advocates for the rights of women. They contributed $1,000 to equal rights candidates and causes and held two candidates' nights. The Research and Development Committee got off to a strong beginning by monitoring the selection of candidates who were presented to the Caucus for endorsement and publicizing the records of candidates regarding women's issues. For 1977 they will be:

1. focusing their attention on registering new women and encouraging women to rally in support of the upcoming campaigns of candidates who have demonstrated and continued to demonstrate and support unsolicited advocacy for women's rights.

2. Reinforcing their stand against sexism, racism, violence and poverty.

3. Working closely with State Representatives in getting legislation passed concerning Affirmative Action.

4. Making sure that NWPC has input in the formation and implementation of the Affirmative Action plan for the City and County of San Francisco.

AMERICAN WOMEN IN RADIO AND TELEVISION (Beverly Hagon) Over the years she has participated in and observed many attempts by women in the media to organize which have not met with success. New directions are needed to change the image of women in the media, both in status and numbers. Methods:

1. Get women professionals in the media to contribute their valuable services.

2. Establish better and closer liasons with other women's organizations. Work with advocacy groups in changing programming and images.

3. Conduct seminars on media education.

4. Begin a support system for women in the media (job counseling, skills bank, etc.)

The group is helping two other organizations with a conference on the changing role of the Latina on March 26th. They have an annual Broadcasters' Award which has been awarded to Marilyn Baker, Belva Davis, and Marcia Brandywyne. There will be a Western Regional Conference in October on skills improvement for women. Flyers will be available in April or May.

BLACK WOMEN ORGANIZED FOR ACTION (Roberta Palm) The group began in 1973. There are presently nine Committees, some of which are concentrating on the following areas. Political Action Committee: held a major fundraiser for the six black women who ran for political office. Several receptions were held for foreign visitors, because many African women who visit the U.S. never see blacks. Health Committee: how sterilization affects Third World people. Education: improve images of black children in the school. Employment: Handbook on women's rights in employment. Media: a book or magazine. Small Business: a survey on supermarkets and stores in black neighborhoods. The organization is serving as a resource and conduit for the concerns of black women.

JUNIOR LEAGUE (Sara Fernandez) The Junior League has been a volunteer service since 1911. They accept proposals from organizations and design and research their own proposals. They have an enabling fund of $10,000 per year which can be used for short term projects such as talent banks or research analysis. Funding of $2,000 is available for conferences and seminars. They prefer to co-sponsor events with another organization. A new direction they have taken is a public affairs training program for women with CORO Foundation. Women over 30 with an interest in public affairs are trained in a tuition-free 10-week session. So far 72 women have been trained and a training packet has been produced. Work has begun on the juvenile justice system in San Francisco with a project in the area of child abuse. There will be a focus on legislative and administrative advocacy. Membership in the Junior League is open to women from 21 to 40 years of age.

QUEEN'S BENCH (Shirley Yawitz, President) The group began in 1921, and is interested in the advancement of women attorneys and all women. They have worked on two major Supreme Court decisions in the past year and a half. The first case involved instructions to the jury with regard to rape and the second involved community property rights. Queen's Bench submits briefs which influence the Governor and Judges. Another function is to lobby. In 1976 they recommended women candidates for judicial positions. They assist young women just entering the legal profession and hold two annual programs for women law students and attorneys. In the future they will work on having a greater influence on the State Bar and its committees. Queen's Bench would like to be available to the Commission and other organizations in the community. Call their lawyer referral service for assistance.

SAN FRANCISCO LITIGATION UNIT (Laurie Hauer) The Unit is part of San Francisco Neighborhood Legal Assistance Foundation. Ms. Hauer spoke on behalf of Cecilia Gonzales, a 20 year old Chicana lesbian who escaped from a mental hospital in Colorado and came to San Francisco. Ms. Gonzales was arrested here in July on escape charges and was released on bail. She has been fighting extradition back to the hospital and faces possible felony escape charges. She served 2½ years of an indefinite sentence in the hospital, trying repeatedly to get a court hearing so she could be released. All of her attempts failed. While she was in the hospital, as an open lesbian, she was verbally and physically harassed, forcibly drugged, and put in seclusion because she refused to change who she was. She came to SF 9 months ago and since has found jobs, made friends and has lived a stable, happy life. Recently she was awarded a $1,400 federal grant to go to school and learn a trade. A variety of groups have written letters on her behalf. Yet last week she was notified by the Governor's office that a decision was made to extradite her without a hearing. She will be sent back on March 24th, unless the Governor's mind is changed. Cecelia is asking that people and groups send letters, telegrams, or make phone

calls to the Governor on her behalf. The Governor's phone number is (916) 445-2941. His address is the State Capitol, Sacramento, CA. 95814. For more information call WLU at 626-3819.

PUERTO RICAN ORGANIZATION FOR WOMEN (Elba Montes, President) PROW has increased the recognition of Hispanic women and the fact that they have needs that have been too long ignored by Feminist groups, City officials and agencies. PROW is one of the only two existing Hispanic Women's organizations in SF and the only women's center for minority women. At the Hispanic Women's center the following services are free: lunches for women and women with children, information and referral regarding: employment, health, housing, immigration, and education; personal support groups, movies on health and consumer awareness courses for women.

LEAGUE OF WOMEN VOTERS (Mary Bennett) The League works with the electorate as a whole. They are a major force in promoting the passage of the ERA. Recently they have worked on the Enforcement of Title IX in SF and the Rule of Three. This year their priorities are:

1. the ERA
2. housing: everyone must have decent and adequate housing at a price that a single parent can afford
3. the realization of a city-wide Affirmative Action plan
4. the crediting of volunteer work by the Civil Service Commission
5. opening up of promitional Civil Service exams if there are not enough applicants.

ADVOCATES FOR WOMEN (Cheri Bryant) Advocates is an economic development center organized by a group of women professionals,who recognized the need for an organization devoted exclusively to the task of improving the economic status of women. Their"goal is full participation of women in the American economic system. Our method is cooperation rather than confrontation . . . our role in the community is a catalyst for change." Currently they have a focus on business development. A directory of Bay Area women owned businesses has been published and is currently being updated. They work with potential and existing entrepreneurs, do education and want to assist women-owned businesses to increase profits by sponsoring trade fairs. Their training manual for women's organizations should be ready in a month.

WOMEN AGAINST VIOLENCE IN PORNOGRAPHY AND MEDIA (Mary Pat Hough) This group does not advocate censorship, but is mainly concerned about women shown as easy targets and victims for violence. In the Ultra Room in SF the theme is bondage. Although velvet ropes are used, the idea expressed is that women like to be beaten. The Ultra Room was picketed on International Women's Day. This is an volunteer group. A fundraiser will be held in April which will finance a May 1st demonstration against: women as victims, wife beating, and children in pornographic films. This group will show their slides at an upcoming Commission meeting. A similar group in LA has targeted the record industry and has organized a boycott of album covers which show women as victims.

SAN FRANCISCO NEGRO BUSINESS AND PROFESSIONAL WOMEN'S CLUB (Edythe Nance, President) The group was incorporasted in 1940 for the following purposes:

1. To promote and protect the interests of business and professional women and to create good fellowship among them.
2. To direct the interest of business and professional women toward united action for improved social and civic conditions.
3. To encourage the organizing of Negro Business and Professional Women's Clubs throughout the US and other parts of the world.
4. To create and develop opportunities for Negro Women in business and professions.

In the past year the group has worked on projects involving education, Affirmative Action, the arts and legislation. Their direction in 1977 is to promote Senior Citizens' programs and children's cultural activities and to volunteer with other organizations when needed.

They have a Volunteer Directory which lists all club members, which they will be glad to share with others.

CHINESE WOMEN IN ACTION (May Seto) Until 1½ years ago there was no organization for Chinese American Women. CWIA supports Chinese American females in the Bay Area to go out in the world and get what they want. They encourage women to share their experiences with each other, teach through workshops, encourage all Chinese American females to be more assertive and confident and to dispel incorrect images. Currently the group supports minority females in employment , is more aware of Chinese American females getting into non-traditional jobs, and has a resource center for speakers who volunteer their time.

GOLDEN GATE NATIONAL ORGANIZATION OF WOMEN (Jackie Bouchard) NOW listed many of their achievements in the past year. Among them were:

1. Co-sponsoring with SF Women's Centers a Tribunal on Crimes Against Women, the forerunner of the Conference on Violence Against Women, which they again helped sponsor.

2. Joined the Coalition to Keep Abortion Legal and participated in the demonstration held before the Carter/Ford debate.

3. Sponsored an autograph party for Del Martin's book Battered Women, with the funds going to La Casa de Las Madras.

NOW is currently holding monthly meetings to develop new projects, particularly in the area of violence aganist women. The Commission can be helpful in two areas: violence against women and feminist and gay rights issues.

SF WOMEN'S CENTERS (Gretchen Gokey) The space at 63 Brady is a drop in center for all women. In the past year they have worked on the Women Producing Women Workshop, a 90 page pamphlet on how to sponsor an event ($1.50), a calendar of events and announcements, and co-sponsored a violence conference. They are currently working on their resource files and have 2 VISTA volunteers working on a directory of women's groups and services in SF. A concern they expressed is the Haight Ashbury Women's Clinic's need of a woman doctor.

SF COUNTY COUNCIL OF CATHOLIC WOMEN (Rosemary Shanahan) The SF Council has focused on the following in the past year: Youth Panel, Leadership Workshop where parliamentarians give suggestions, Summer of Love a youth program, learn about convalescent home problems, a film on the St. Vincent de Paul Society and its treatment of alcoholism and as a center for the elderly, lonely and troubled; learned about avoiding crimes against women from the police and the FBI,put together 60 baby layettes as a practical alternative to abortion, only women's volunteer group with the Federal government -- helping women prepare for the job corps. Their suggestions for COSW were as follows: maintain objectivity and support service, look to the concerns of the homemaker who wants to raise her own children, take a stand on the Feinstein resolution on pornography. There are 16,000 women in the SF Council and their point of view should be represented.

BAY AREA WOMEN'S COLAITION (Donna Solomon) This group was formed in July 1974, because it was felt that there needed to be more feminist political impact in SF. They have recently worked on the following: Supported Board of Education women candidates, opposed Proposition L, supported COSW in their hearing, worked on permanent part time, had liasons with each Board of Supervisor, worked with other organizations such as the League of Women Voters on the Rule of Three, and the National Women's Political Caucus on Women Candidates' Nights, had a counter-Commissioner program, and are presently challenging the City residency rule which requires 5 years residency before one can be appointed to Boards or Commissions. This prevents many people from competing with the "old timers."

CONCILIO MUJERES (Soledad Herrera) The name means Council of Women. They began serving community needs in the Mission District in 1970. They are committed to the political and social development of the Latina to seek higher education, non-traditional careers, and assistance and training to overcome the obstacles of sexism and racism. They see women's rights as an international concern and wish to work with all groups in building unity and sharing areas of expertise. They have recently worked on media, newsletters, films, art group, music and poetry which show what Hispanic women's experience, cultural, political, and educational materials and building an excellent library. They are currently working on a videotape on women who fought in revolutions and worked for social change.

WOMEN ORGANIZED FOR EMPLOYMENT

Is in its third year of operation. Their major effort recently has been their work against the Dept. of Labor watering down existing Affirmative Action guidelines under the guise of streamlining them. Another effort has been their action against the Commertial Club. They are interested in the financial district and the sexual harassment faced there by women.

SF YWCA (June Quan, President) The YWCA at 120 years is the oldest women's organization. In 1977 they are a grantee for the SF Head Start program and are trying to get housing for the elderly. Their three targets are: the empowerment of women, youth and Third World persons. In SF in the next 5 years they will teach social change skills to women and girls.

LESBIAN MOTHERS AND FRIENDS

Began in 1972, when neither the gay nor the women's movement was helping lesbian mothers. The group provided a chance for women to get together for social purposes and for their children to receive peer support. The group has gained a lot with the exchange of ideas.

In the open forum which followed Rita Goldberger spoke on the ERA, stating that time is getting short and a united effort must be made for its passage. Women should go to other states to help ratify the ERA.

After all of the speakers were done, Commissioner Rothschild suggested that a network be established in order that groups may share ideas and avoid duplication of efforts. An attendance sheet had been circulated and minutes will be sent to all women who attended the forum. At the next Commission meeting this matter will be discussed further. Members of these organizations are invited to attend and give their ideas.

REGULAR COMMISSION BUSINESS

I. The Redevelopment Commission approved allocation of funds for the first community based work furlough program. The Rrison Task Force has been working on this project.

II. Mary Vail of the Violent Crimes Task Force spoke on SB 91 introduced by Senator Presley. The bill would provide 6 shelters for battered women with a total fund of $200,000. Women would receive low cost emergency housing, counseling, legal advice and childcare. They would be free from living in their situation of danger. The grantees will be chosen by the Secretary of State Dept. of Health who will work with an appointed advisory committee. Public and private non-profit organizations can be selected and an effort will be made to include regional representation. The wording of the bill was changed from "marital" to "domestic violence". Attackers are often boyfriends and former spouses so the broadest term has been incorporated. Although the money allocated per shelter will be small, it has been felt that a sum of money will serve as seed money and will bring in outside funds. With the Displaced Homemaker legislation there were political compromises and monetary shortages. A lot of the communities felt ripped off, because in the end there was only one center. This problem will be avoided with SB 91

Commissioner Rothschild moved that the Commission endorse SB 91, approval was unanimous.

III. The forum on "Winning: Women in Politics" will be conducted from April 14th - May 26th. There will be 4 seminars with discussion groups after each one in private homes. The entire series costs $10.00, and an individual lecture is $3.00, with no charge for the disaussion groups.

CALENDAR MATTERS

The next Commission meeting is scheduled for Tuesday, March 22nd, 7:30 p.m., Room 282 City Hall

#2
SF

COMMISSION ON THE STATUS OF WOMEN
March 22, 1977

ATTENDANCE

Present: Caldera, Horne, King, Ouye, Ramer, Revelo, Rothschild, Watkins

DOCUMENTS
APR 5
SAN FRANCISCO PUBLIC LIBRARY

Excused: Lamé, Martin, Reilly

MINUTES OF FEBRUARY 22 and MARCH 8, 1977

The minutes of the February 22nd meeting were accepted as presented. The minutes of the March 8th meeting were corrected as follows. On the bottom of page 2 delete the third sentence under International Women's Year and insert: California will have 96 official delegates, and it is expected that many non-delegates will attend. The conference facilities can accomodate 65,000 people.

COMMUNICATIONS

To, Governor Jerry Brown, requesting that Cecilia Gonzales not be extradited to Colorado.

To, San Francisco Foundation, a letter of support for the funding of All People's Coalition.

To, Senator Robert Presley, a letter of support for SB 91.

To, Recreation and Park Department, a letter asking how we can generate public and political support to aid in the acquisition of 50 Fell Street, and how long the Commission can remain at 50 Fell if the building is acquired.

To, Patricia Plant, a letter confirming the third financial planning seminar to be held on Saturday, April 30th, 10:00 - 4:00, Lurie Room, Main Library.

From, San Francisco State University, an extensive listing of the women's programs and classes offered there.

From, Linda Post, "expressing my thanks for a very informative and interesting program" on International Women's Day.

From, San Francisco Lung Association, announcing the program "Your Lungs are for Life." A program especially for women on Saturday, April 9th, 9:45 a.m. - 3:00 p.m., at San Francisco Medical Society, 250 Masonic Avenue.

From, Senator Alfred Alquist, requesting a letter of support for SB 382, which proposes General Assistance Welfare reform in California. This was referred to the Legislation Committee.

From, the Department of Health, Education, and Welfare, acknowledging our letter on the vacancy of Regional Commisssioner of Education, GS-16, in San Francisco.

From, League of United Latin American Citizens, inviting us to a "Workshop on Manpower and Affirmative Action" sponsored by LULAC and Fireman's Fund Insurance Company. Sheraton Palace Hotel, Market and New Montgomery, March 30th, 9:00 a.m. - 3:00 p.m.

INTERNATIONAL WOMEN'S DAY FOLLOW-UP

Commissioners were asked for reactions to the International Women's Day celebration on March 8th. Commissioner Ouye suggested that each group represented be featured in WOMENEWS There are around 2,000 people on that mailing list. Commissioner Rothschild suggested that we have such a gathering more often. Organizations working on the same areas should share their knowledge and resources. Minutes will be sent to those who attended the meeting.

Chairperson Martin's remarks were presented by Vice-Chairperson Caldera. She stated that the Council of Catholic Women wanted the Commission to take a stand on Supervisor Feinstein's pornorgraphy ordinance. The Junior League has funds available for use. The Special Projects Committee should approach them. The National Women's Political Caucus, League of Women Voters and Negro Business and Professional Women are working on Affirmative Action. The League of Women Voters is interested in housing. The YWCA will conduct social change skills classes in the next 5 years. They should be interviewed for further information. The League of Women Voters is working on credit for volunteers.

Commissioner Ramer stated that we should not have waited so long to get these groups together and recommended that the Commission have a yearly open house. This would be especially valuable in August or September after the new Commissioners have been appointed. Possibly it could be a less formal gathering at the Commission office.

REPORT ON RACISM/SEXISM/LESBIANISM CONFERENCE

Commissioner Ouye reported that an in-house seminar was held on March 19th, with 6 Friends of the Commission, 7 staff and 8 Commissioners. Racism and sexism were discussed, but there was not enough time for the subject of lesbianism. Commissioner Rothschi d moved that all 3 groups meet on April 12th, from 6:00 - 7:30 on their own and together from 7:30 - 9:00. There will be facilitators for all sections. Commissioner Horne seconded the motion. All were in favor except Commissioner Watkins. A special request was made that everyone be on time.

WOMEN AGAINST VIOLENCE IN PORNOGRAPHY AND MEDIA

Mary Pat Hough spoke for this group which formed as a result of the conference on violent crimes last December. The organization does not object to pornography but to the use of violence in advertising and pornography. They are trying to get information out to people to make them see and recognize the problem, and would then like to apply pressure to the advertising industry. The group does not advocate general censorship, because such a stand can be used against them.

The slides were purchased from a Los Angeles organization. Time magazine did an article on them in February to assist them in their record album boycott. The group is in need of funding. All funds have come from their own pockets. They have been working with rape crisis centers and women's centers in Berkeley and San Francisco. One of their members has been awarded a grant to do research on rape and child molestation in a 2 year study in San Francisco. An interesting correlation already noted is the increase in child molestation at the same time there was the appearance of children in pornography films.

There will be a fundraiser on April 17th at Peg's Place. The slide show will be presented again and there will be music from 6:00 until midnight. Money is being raised for a march scheduled for May 1st. The Commission will help with publicity in the minutes and with radio spots. Commissioner Watkins moved that the Administrative Committee investigate the possibility of having flyers for the march sent out with the monthly mailing. Also, that the Criminal Justice Committee help get information to others for official support. The motion passed unanimously.

COMMITTEE REPORTS

Housing: Nicerita Revelo, Sandy Ouye, Chairpersons

Lee Jordon, an attorney and law professor at Hastings, gave a presentation for the San Francisco Fair Rent Committee. The Committee's goal is to write and pass a rent control initiative in San Francisco. The Supreme Court has said that rent control is appropriate in a housing crisis and can be used to ameliorate the situation. The group's immediate goal is to build support of rent control among a broad based coalition of housing groups. Voters are to be informed so that they can vote intelligently when the matter appears on the ballot.

There is no new housing in San Francisco. The housing that is being built is for high income people. This fact is of particular importance to women, because once housing is scarce and vacancies are low, landlords will pick and choose their tenants. The net result will be discrimination against single,divorced, and welfare women, women with large families, the elderly and minority women particularly.

A summary of the proposed law is as follows: Once the initiative is passed all rents will be rolled back to the rents that existed on a specified date. This becomes the base rent and the landlord will not be able to charge a higher price. Only private landlords will be covered. Owners who occupy a two to three party dwelling are exempted from the law, because they do not have the profit motive in mind. The Rent Control Board will be comprised of 11 Commissioners, from each district. Any person eligible to run for Supervisor can run for the Rent Control Board. A candidate must disclose holdings in apartments and leased developments. Commissioners will work full-time, hold hearings and make policy. If they have too much work, a hearing officer will be hired. An elected board is preferable to an appointed board, because it it hoped that by leaving it to the polls, progressive tenants' movement will be able to force changes.

An increase or decrease in rent may be granted for good reason, such as an increase or decrease in property taxes, unavoidable operating expenses, and the extent to which the building is in a state of deterioration. Rent will depend an advocacy and must be justified. There will be criminal sanctions against the unlawful raising of rent. Protective measures will be instituted for those who seek to enforce their rights; persons may not be evicted in a retaliatory manner.

In the East coast, it has been shown that appointed boards are more conserative than elected ones. Studies were made of Boston's rent control and those of four other cities. It was shown that housing did not deteriorate as a result of the law. A well written law will provide the mechanism for decent housing.

Commissioners felt that because there is no time factor involved, this matter should be referred to the Housing Committee. More details and copies of the law will be presented to the Commission at a later date.

Legislation: Tony Rothschild, Chairperson

All of the bills which the Legislation Committee will be considering were enclosed in Commissioners' packets. This will give Commissioners an opportunity to read the bills before the meetings. SB 91 on shelters for battered women has a hearing on March 23rd. The rape redefinition bill is coming up on April 18th. On April 2nd the State Commission will conduct legislative seminars in the Bay Area.

AB 17 was introduced by Assemblywomen Egelund of San Jose and now has bipartisan support. It sets aside money for the detection and control of venereal disease. Commissioner Ouye moved to support the bill, and Commissioner Ramer seconded the motion which passed unanimously.

Employment: Nikki King, Chairperson

Many job descriptions contain excessive weight lifting requirements which serve to exclude women. Denise Davilla spoke on behalf of three women who were elibible to take the District Inspector examination for the Water Services District. All passed the written examination, but only one managed to shoulder 100 pounds. Failing that portion of the examination resulted in automatic disqualification. Ms. Davilla went to the Water Department and found that there are items that weigh 62 pounds and 45 pounds which must be carried. However, the 105 pound meter cover is not put on the employee's shoulder, but is picked up with a tool with body weight used as leverage. A letter has already been sent in protest of a similar inappropriate weight requirement for a gardener position. A meeting is scheduled with Civil Service on these two job descriptions and an additional storekeeper description.

An assertiveness training workshop free and open to the public, will be conducted by Patricia Sullivan. More details and an outline will be brought to the next meeting. It was suggested that the workshop be held at the Lurie Room of the Main Library.

Commissioner Darrell Salomon held a hearing on his proposed rule change which he refers to as an Affirmative Action plan. A number of groups testified. All information was taken under advisement. Some of the Civil Service Commissioners said that they had not read any of the information and were not acquainted with the rule change and the testimony. Another hearing date has not been set. People who testified against the proposed plan were cross-examined by Commissioner Salomon and had great difficulty in expressing their views because of repeated interruptions from the Chair.

A person from the Civil Service Commission has been contacting Commissioners to appear on oral panels of the Police Board. Commissioners were advised to ask original questions which they had prepared in advance. Often a woman is asked a sexist question such as whether or not she has children and how will she provide for babysitting. This is not a job-related question and an immediate objection should be made. The applicant should not answer the question. A formal protest of the examination can be made on the grounds that an improper question was asked.

Health and Childcare: Cyril Ramer, Chairperson

A letter was sent to Eunice Elton, the Director of the Mayor's Office of Employment and Training suggesting that more CETA persons be used in childcare centers. This would be a way to extend childcare services without expending CETA funds. Commissioner Ouye moved that the letter be sent. Commissioner Rothschild seconded the motion which passed unanimously.

Education: Bernice Watkins, Chairperson

The Community Forum on Title IX will be held on April 16th, 9:30 - 4:30, at Benjamin Franklin School at Scott and Geary. This will be a workshop with speakers.

CALENDAR MATTERS

The April 12th Commission meeting is cancelled. The next scheduled Commission meeting will be on Tuesday, April 26th, 7:30 p.m., City Hall Room 282.

6/77 SF

COMMISSION ON THE STATUS OF WOMEN
Minutes of Meeting April 26, 1977

DOCUMENTS

ATTENDANCE

Present: Caldera, Horne, King, Lamé, Ouye, Ramer, Rothschild

Excused: Martin

Unexcused: Reilly, Revelo, Watkins

Commissioner Horne moved that the Administrative Committee discuss the problem of attendance at its next meeting on May 10th. Policy will be set for future meetings.

MINUTES OF MARCH 22, 1977

The minutes stand approved as read.

CORRESPONDENCE

From, Dalia Gutierrez, Lizz Jiminez, and Joan Nosse, three separate letters stating their resignations. The letters expressed their appreciation to the Commission for the excellent experience and training which they received, and regret that they had to leave.

From, Local 400, extending their appreciation for the work which the Commission has done on salary standardization.

From, All People's Coalition, thanking the Commission for a support letter which was sent to the San Francisco Foundation. Coordinator Heller met with All People's Coalition, and they would like to work closely with the Commission.

From, Kathleen Arnold, asking that the Commission commend the women's Studies Department of San Francisco State for the courses offered there. Cyril Ramer moved that a letter be sent to San Francisco State commending them for a program which includes such a representative number of courses on women's issues.

From, Carol Wilder of the State Department, thanking the Commission for hosting a large number of international women at a reception.

From, Senator Hayakawa, regarding the Affirmative Action rollbacks: "Please be assured of my cooperation."

From, the Isadora Duncan Heritage Society, stating that they were granted a permit to use the Palace of Fine Arts. Cyril Ramer suggested that the Commission check on what the procedures are for using public facilities, and match their finds against what the dance group did.

From, Women Organized for Employment, describing their conference on Affirmative Action entitled "Where do we go from Here?" April 29 - May 1

To, Mayor Moscone, reminding him how important it is to have a women's representative on the CETA Board. The Commission has previously given three names to the Mayor.

FRIENDS OF THE COMMISSION

Helen Fama, President of Friends of the Commission, gave an update on the organization. The group is ten months old. It has one hundred seventy members and has had five fundraisers:

1. financial seminar and dinner
2. joint fundraisers with Head Start selling original stationery
3. games night with dinner
4. private showing of Chinese murals, dinner and lecture by Dr. Shirley Sun
5. luncheon lecture by Dr. Estelle Ramey, a noted endocrinologist

On June 10th, an auction is scheduled from 5:00 - 7:00 p.m. Notices will be going out shortly. Offered will be such things as dinners, housecleaning and art objects.

Among events which Friends of the Commission has co-sponsored, with the bulk of work going to the staff, have been:

- Economic Survival for Women Conference
- Three Financial Seminars with Pat Plant
- Seven week series on "Winning: Women in Politics"

Friends of the Commission supports WOMENEWS. Carol McCollister was warmly applauded for the work she has done on the paper.

At the Friends of the Commission's annual meeting on June 15th, there will be an election of five new members to the Board.

Commissioner Horne moved that all Commissioners be strongly urged to join Friends of the Commission. Commissioner Rothschild suggested that the City Attorney be contacted first to see if they might be any possible conflect of interest. The vote was four in favor and three opposed.

Cyril Ramer expressed her arrangement that a group could do so much in ten months. She stated that WOMENEWS is fantastic, and grows better with every issue. Her friends who are on the WOMENEWS mailing list have said it is a superb publication which they look forward to. Cyril Ramer moved that a letter be sent to the Friends' Board expressing gratitude for their accomplishments. The motion passed unainmonsly.

WOMEN IN ADVERTISING

Commissioner Lamé moved that the Commission send a letter of commendation to Wells Fargo Bank for their use of a women stagecoach driver in their radio and newspaper advertising. Commissioner King seconded the motion which passed unanimously.

COMMITTEES

Housing: Sandy Ouye, Nicerita Revelo, Co-Chairpersons

The Holy Order of Mans sent representatives to ask the Commission for letter of support for Raphael House which served as a shelter for twenty-eight women and children. They supplied Commissioners with an eleven page report which gave an overview of the organization. The letter of formal support would be used during the Planning Commission meeting on May 5th and in application for funding grants. Commissioner Rothschild moved that the Commission support and endorse the Holy Order of Mans in their desire to purchase Raphael House. Commissioner King seconded the motion which passed unanimously.

Commissioner Ouye stated that a letter requesting support for more lighting in public housing had been sent. Carl Williams, the Director of the Mayor's office of Community Development, said that lighting is an eligible expenditure for Community Development funds. In May there will be hearings where this kind of concern should be varied and participation is urged.

Legislation Committee: Tony Rothschild, Chairperson

Mary Vail spoke on SB 359, which prohibits landlords from refusing to rent to families with minor children. Women are especially affected by such a practice. Children are forced to grow up in overcrowded, unsafe and rundown neighborhoods. Among the exceptions to the law would be senior citizen and retirement communities and mobile home parks. The opponents of the bill are the California Association of Realtors and the California Apartment Association. Commissioner Horne moved to support SB 359. Commissioner Ouye seconded the motion which passed unanimously.

Commissioner Rothschild moved that the Commission endorse AB 1130 co-authored by Assemblyman Agnos which adds sexual orientation to Fair Employment laws.

Coordinator Heller stated that at the Economic Survival for Women Conference -- this was one of the points of view that was expressed. The vote was unanimous.

Assembly Joint Resolutions 10211 cut down access to abortion by stressing the need for informed consent. However, the abuses of informed consent before sterilization are not the same as for abortion.

AB 354 and 346 have the effect of making the medical profession less likely to be open to abortions. They imply that doctors would be held for any implication that arise.

Commissioner Rothschild moved that the Commission express its opposition to JR 10 and 11 and AB 354 and 346. The motion passed unanimously.

AB 596 places the burden on minors to have parental consent before they can obtain an abortion.

AB 595 states that there will be no abortions after the fetus is viable . The opposition here is that this is already the law. It is thought that the language is being used to confuse the situation. Commissioner Rothschild moved that the Commission express its opposition of these two bills. The vote was unanimous.

The Legislation Committee will not meet as often because of final exams and summer vacation. Meetings will be held at least once a month, on the 3rd Thursday of every month, until September.

Employment Committee: Nikki King, Chairperson

At the last Employment Committee meeting Denise DeAnn, of Union WAGE, spoke of the low wages for clerical workers and the fact that some clerical workers make so little money that they also receive welfare assistance. Commissioner Ramer noted that welfare is tax deductible and that tax structure does not encourage upward mobility. Commissioner King thanked her and said that the committee would take this under consideration.

Commissioner King discussed the assertiveness training workshop which will be held on Saturday, May 21st. Dr. Sullivan, who will lead the program will be at the next Commission meeting to discuss it. Approval of the assertiveness training workshop was unanimous.

The Affirmative Action Plan proposed by the Civil Service Commission was passed. It was changed slightly with community input taken into account. There is to be community input into drawing up of an Affirmative Action plan with in the next six months.

The Affirmative Action Task Force protested three job announcements because of excessive weight requirements: Water Inspector, Assistant Gardener, Storekeeper. The staff of Civil Service were very responsive. The Task Force has met with success on the first two, but to date there has been no response on storekeeper. The Task Force will continue to review job announcements for an adverse impart on women.

Secretary of Health, Education, and Welfare Califano has not signed these regulations. President Carter has not been putting any pressure on him to sign. Cyril Ramer moved that letters be sent to President Carter, Secertary Califano, and California Congressmen and Senators to ask for signing of the regulations. An additional letter will be sent to the 504 Emergency Coalition, the San Francisco group representing civil rights for the handicapped. It was noted that most of the leaders of the organization are women.

San Francisco NOW and Coalition of the Medical Rights of Women are sponsoring a Motherhood by Choice Rally on May 6th opposing the anti-abortion bills and support the informed consent regulations for sterilizations.

Commissioner Rothschild moved to endorse the rally. Commissioner Ramer seconded the motion which passed unanimously.

Special Projects Committee: Lori Horne, Chairperson

At the first meeting of "Winning: Womenin Politics" approximately fifty people attended. At the second meeting there were fewer people. The programs are being held at Clarendon School. There is free parking, it is accessible by bus, and there is good lighting. Sessions are three dollars.

Three private foundations are being approached for fund for a staff coordinator and a half-time secretary for the Talent Bank.

Thirty organizations have been asked for letters of support to attach the proposal when it goes before private foundations.

Coordinator's Report

There was very little cutting back on the Commissions 1977-78 fiscal year budget. The budget stressed basic needs such as postage, phones and materials and supplies.

It appears that the Commission is staying at 50 Fell though it is unclear who will buy the building.

Calendar Matters

The next Commissioner meeting is scheduled for May 10, 1977, 7:30 p.m., City Hall Room 282.

Monday, May 2 5:40 p.m. [illegible]

CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN

50 FELL STREET

FIRST FLOOR

SAN FRANCISCO, CALIFORNIA 94102

TELEPHONE 558-3653

MAY 10, 1977

A G E N D A

ROOM 282 CITY HALL

7:30 p.m.

1. Roll Call
2. Minutes of Meeting of April 26, 1977
3. Special Presentation: California International Women's Year Conference -- Lydia San Filippo, Member, Coordinating Committee
4. Report from the Administrative Committee
5. Friends of the Commission
6. Status Reports
   - -Budget
   - -Upcoming Vacancies in the Commission on the Status of Women
7. Committee Reports
8. Coordinator's Report
9. Calendar Matters

CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
50 Fell Street
First Floor
Telephone 558-3653

Calendar of Committee Meetings for May

Monday, May 2	5:30 p.m.	Education Committee
Monday, May 2	6:00 p.m.	*Prison Reform 37 Martha Ave. San Francisco
Monday May 2	6:30 p.m.	Housing Committee
Wednesday, May 4	5:30 p.m.	FRIENDS
Thursday, May 5	5:15 p.m.	Affirmative Action Task Force
Thursday, May 5	7:30 p.m.	*WINNING: Women in Politics Auditorium 500 Clarendon Ave.
Monday May 9	5;15 p.m.	Self-Empowerment Task Force
Tuesday, May 10	Noon	Child Care Committee
Tuesday, May 10	7:30 p.m.	*Full Commission Meeting Room 282 City Hall
Wednesday, May 11	12:15 p.m.	Permanent Part-Time Task Force
Monday, May 16	5:30 p.m.	Education Committee
Tuesday, May 17	Noon	Health Committee
Wednesday, May 18	2:00 p.m.	*HEARING FINANCE COMMITTEE Board of Supervisors Permanent Part-Time Room 228 City Hall
Thursday, May 19	4:30 p.m.	Legislation Committee
Thursday, May 19	5:15 p.m.	Affirmative Action Task Force
Thursday, May 19	7:30 p.m.	*WINNING: Women in Politics Auditorium 500 Clarendon Ave.
Saturday, May 21	9:30 a.m.	*Assertiveness Training Workshop Bay View Federal Savings 3550 Geary Blvd.
Monday, May 23	1:30 p.m.	Violent Crimes Against Women
Tuesday, May 24	7:30 p.m.	*Full Commission Meeting Room 282 City Hall

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*Unless otherwise noted, Committees will meet at 50 Fell Street

ALL MEETINGS ARE OPEN TO THE PUBLIC

COMMISSION ON THE STATUS OF WOMEN

May 10, 1977

The Minutes of this meeting are missing.

San Francisco Public Library
Government Information Center

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CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN
50 Fell Street
First Floor
San Francisco, California 94102
Telephone 558-3653

A G E N D A

May 24, 1977

282 City Hall

7:30 P.M.

1. Roll Call
2. Minutes of May 10, 1977
3. Correspondence
4. Special Community Forum: International Women's Year Conference

   Objective: Begin to develop a plan of action addressing San Francisco Women's concern and issues.

   Up-to-date information will be presented and pre-registration will be available at the meeting.
5. Committee Reports
6. Coordinator's Report
7. Calendar Matter

COMMISSION ON THE STATUS OF WOMEN
Minutes of Meeting May 24, 1977

ATTENDANCE

Present: Ouye, Watkins, Martin, King, Caldera, Horne, Rothschild, Reilly, Revelo, Lamé

Absent: Ramer

MINUTES OF MAY 10, 1977

The minutes of May 10, 1977 meeting were corrected as follows:

"missing five or more meeting in any calendar year" to "twelve month period"

"Friends wants 100% membership in the organization and at least three members participation at each event" to "Friends wants 100% Commission on the Status of Women membership and at least three commission members participation at each event."

Correspondence

To: Mayor George Moscone, requesting support of women's commissions through out the country be considered an agenda item on the U.S. Conference of Mayors to be held in Tucson July 11-15.

To: Richard Cooley, President of Wells Fargo Bank, commending Wells Fargo Bank on its newspaper and radio advertisement depicting a woman driving a stagecoach.

To: HRC stating that women architects have expressed great concern for not being included on the Yerba Buena Project. Letter requested that this matter be resolved in order that women be well represented in design firms working on YBC.

From: Alliance for Displaced Homemakers, requesting that the San Francisco Commission on the Status of Women write letters of support for the new Displaced Homemakers, SB 825, which will extend the duration of the services of the Alameda Center for one more year. Rothschild motioned to support SB 825, seconded by Martin and passed unanimously.

From: Assemblyman Art Agnos, regarding the Childcare Bill AB 1099, initiated by the San Francisco Commission on the Status of Women. The bill has been re-drafted and will become a two-year bill.

From: Employment Law Center, reporting that the use of salary surveys as a method of salary setting discriminates against women.

From: Sacramento State Commission on the Status of Women regarding agenda for the California Commission meeting to be held Tuesday, May 31, 1977.

From: Women in Apprenticeship Program, asking for letter of support on behalf of equal employment opportunity for women in apprenticeship.

Vote Change on Attendance

Question was brought up on attendance. Should number of absences be changed? Five was considered minimal to some, others considered five not minimal. It was brought up that Commissioners are required to attend one monthly meeting and that the second meeting is on a voluntary basis. Rothschild stated he felt committee meetings are the backbone of the Commission and that since there is a lot of work to be done, it requires a lot of commitment from the Commissioners. Ouye asked, "Is the Ordinance being implemented, if not, why not?"

Section C: "Any commissioner who misses three regularly scheduled meetings of the commission in any twelve month period without the express approval of 51 per cent of the members of the commission given at a regularly scheduled meeting shall be deemed to have resigned from the commission." This has not implemented. Discussion ended with a call for the question by Caldera that the decision to change the ordinance be made after the new vacancies have been filled, motion moved by Caldera and seconded by Watkins and passed 6-4.

Presentation of Certificate of Honor

Chairperson Del Martin presented Carol McCollister a certificate of honor from the Board of Supervisors for her outstanding work in publishing WOMENEWS. WOMENEWS has been in existence now for one year.

Response to a Sexist Statement

Commissioner King went as an individual to ask Supervisor Nelder for clarification of the sexist remark made at the Board meeting on May 9th. Supervisor Nelder said he supports our commission and feels that there are not enough women on commissions. He further stated that his remark was misinterpreted. Discussion ended by consensus that the Commission would like to hear from Supervisor Nelder by letter.

Victim Witness Program

On July 1, 1977 the Commission on the Status of Women will be represented on the Policy Committee. Susyn Alymond has been appointed from the Criminal Justice Committee. She has a lot of experience in working at Project Safe and in counseling at the Sexual Trauma Center.

s Year Conference

Margaret Cruz, from L.U.L.A.C. gave a report on the International Women's Year Conference which will be held June 16-19. Outreach is being done to mobilize women from the North to attend the conference. Women from rural and urban areas are being encouraged to attend. Scholarships will be available for those needing financial assistance. There will also be charter flights and buses available. An estimate of five thousand women are expected. The deadline for nomination forms for delegates to the Houston Conference is May 27.

Education

Commissioner Watkins reported that the Forum was not too well attended; however, it had a tremendous effect. Dr. Alioto and Board member Lucille Abrahamson assisted and participated. There were also people present from Oakland and Los Angeles. A detailed summary of the results of the Forum are available at the office.

On another issue, Commissioner Watkins stated that pressure should be put on the Board of Education because of the closing of five schools and possibilities of an additional twenty-five. The Arnette Bill, AB 2882, states that before the closure of schools, community involvement must be made in decision. No notification has been made to the community by the Board of Education. Commissioner Watkins moved to adopted a resolution to that effect. It was seconded by Commissioner Reilly and unanimously carried. A copy of the resolution is attached to the minutes.

Legislation Committee - Tony Rothschild

AB 105 - This bill concerns College and University Employees. Would require the California Postsecondary Education Commission to report to the legislature every two years on the progress of affirmative action efforts for minorities and women by the University of California, the California State College and University, and public community colleges. Horne motioned to pass, sconded by Calera, and passed unanimously.

SB 92 - Domestic Violence Information. Requests the Attorney General to work with local law enforcement agencies to collect information on the incidence of domestic violence. The information is to be reported to the Governor and the Legislature annunally. Commissioner Rothschild motioned that the bill be carried in its previous form, seconded by Lamé, and passed unanimously.

SB 691 - Crimes: Cohabiting persons. Existing law make it a felony for a husband to willfully inflict upon his wife corporal injury resulting in and traumatic condition. This bill would extend such provision to include <u>any man</u> who willfully inflicts such an injury upon any woman with whom he is cohabiting, motion moved and seconded. Passed unanimously.

SB 1019 - Provisional Remedies. Would allow temporary restraining orders to be issued without notice to prevent a reoccurence of actual or threatened violence arising out of marital or other domestic relationships. This bill would make information available to local law enforcement officers responding to domestic violence calls. Reilly motioned to pass, seconded by Watkins, passed unanimoualy.

SB 174 - Privileged Communications: Sexual Assault Counselors Would make confidential communications between a victim of rape who consults with a sexual assault counselor privilege not to be examined as a witness without consent of the victim. This bill will be included in commissioners' packet at the next commission meeting.

AB 512 - Prisoners, Female: Children. Would require the Department of Corrections to establish a community treatment program for mothers with children under two years old and who are incarcerated in the California Institution for Women. Opposition to this bill was that this ball would allow construction for a second women's prison, which would increase prison population. It was also stated that such services be provided at the existing facility. There were doubts on whether prisons are a suitable enviornment for children. Commissioner Rothschild motioned to oppose this bill, seconded by Ouye, passed unanimously.

AB 519 - Alcoholic Beverages: Clubs. Would prohibit private clubs from discriminating in their membership or use of the club facilites on the basis of sex, religion, color, by subject to denial or revocation of its liquor license. Commissioner King motioned to pass, was seconded, and passed unanimously.

AB 1302 - Not included in Commissioners packet: Read by Commissioner Rothschild. This bill makes unlawful discrimination in employment based on: the physical differences between women and men, including pregenancy; a person's refusal to grant sexual favors; a person's sexual preferences; and the outward appearance of any person. Commissioner King motioned to pass, seconded by Ouye, passed unanimously. This is now a two year bill.

Assertiveness Training Workshop

Nikki King reported on the Assertiveness Training Workshop. She stated that there were fifty people in attendance and that it was highly successful. There were a number of exercises in assertiveness techniques and it was well-organized. June 11, 1977 Patricia Sullivan will be holding another seminar at the Homestead Saving and Loan Association 4638 Mission St., San Franciso. Registration fee $2.00.

Fundraiser in Ghiradelli Square

Friends of the Commission Auction to be held Friday, June 10th from 6:00-8:00 p.m. at Modesto Lanzone's.

Administrative Committee

The Administrative Committee will be meeting the first Monday of each month at 5:30 p.m., 50 Fell St. unless it a holiday. The summer schedule is July 6 and August 11.

Coordinator's Report

The 1977-78 fiscal year budget has been finalized and our budget is $68,000. This is a $9,000 increase.

Wells Fargo Bank sponsored this issue of WOMENEWS and the five-hundred dollars was returned by FRIENDS of the Commission to the Commission for end of the year contractual services.

Calendar Matters

The next commission meeting will be held June 28, 1977. At 7:30 p.m., Room 282, City Hall

CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN
50 FELL STREET
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SAN FRANCISCO, CALIFORNIA 94102
TELEPHONE 558-3653

RESOLUTION

SAN FRANCISCO BOARD OF EDUCATION

BE IT RESOLVED, that the Commission on the Status of Women recognizes the responsibility of the Board of Education charged by the Assembly Bill #2882 the Arnett Bill; that the Commission will take on and charge itself with the responsibility of monitoring the Board's implementation of the Arnett Bill as it relates to school property.

WHEREAS, we accept the responsibility in joint accordance with the Board of Education to alert the public according to that stipulated in the Arnett Bill through Community Forums, Public Announcements, Press, Media and any other informative process.

AND BE IT FURTHER RESOLVED, we the Commission on the Status of Women charged by our ordinance, feel as parents and residents of San Francisco the responsibility to see that all people/children are provided an equal education.

COMMISSION ON THE STATUS OW WOMEN
Minutes of Meeting May 10, 1977

ATTENDANCE

Present: Horne, King, Martin, Ouye, Rothschild

Absent: Caldera, Lamé, Ramer, Reilly, Revelo, Watkins

There was no quorum. Action taken at this meeting must be ratified at the meeting of May 24, 1977.

MINUTES OF APRIL 26, 1977

The minutes of the April 26, 1977 meeting were corrected as follows:

The letter from Isadora Duncan Heritage Society should have read "... stated they were not granted permit."

Since Joan Nosse voluntarily took and transcribed the minutes of April 26, 1977 the Commission will write her a letter of appreciation.

CORRESPONDENCE

To, Lucille Abrahamson, Member of the Board of Education and Robert Alioto, Superintendent of Schools thanking them for their assistance and participation in the April 16th Educational Forum on Title IX.

To, Pamela Faust, Director of the California Commission on the Status of Women, stating issues of concern to Northern California commissions and making recommendations for increased communication and coordination.

To, City Planning Department, regarding our full support of the Raphael House efforts to obtain a new facility for emergency housing for women and children.

To, Pat Plant, Investment Executive of Blyth, Eastman and Dillon, thanking her for conducting the third successful financial planning seminar.

To, Helen Fama, President of Friends of the Commission, commending the organization for fundraising activities and WOMENEWS.

To, Judge Mayer, of Juvenile Court commending Juvenile Court staff who have assisted the Prison Reform committee in its survey of female juvenile offenders.

To, Joseph Califano, Secretary of Health, Education, and Welfare regarding signing of regulations giving civil rights to handicapped persons.

To, Congressman Phillip Burton, regarding the issue of tax reform for single mothers. "The tax structure adversely affects upward mobility as welfare monies are tax deductible and increased salaries incur more taxes with the lowering or elimination of public support."

From, Mayor George Moscone, regarding his appointment of Eleanor Spikes to serve on the Mayor's office of Manpower Planning Board. (This is in response to the Commission's request that the Mayor appoint a woman to represent women's interests. Ms Spikes was one of the names submitted by the Talent Bank.)

From, District Attorney Joseph Freitas, requesting our support of AB 1434 which would provide financial support for projects to assist the victims and witnesses of crimes.

From, Ruth Gordon, member of Society of Women Engineers, requesting the Commission's support for reappointment of Patricia Conacher to the California State Board of Registration for Professional Engineers.

From, YWCA, regarding a class it is offering on plumbing, electrical systems and repairing of doors, windows and locks.

ASSERTIVENESS TRAINING SEMINAR

The Self Employment Task Force is sponsoring an Assertiveness Training Seminar to be held on Saturday, May 21, 1977. It will be held at the Homestead Savings and Loan Association on 5757 Geary Blvd. here in San Francisco. The registration fee is $2.00 per person and will be collected at the seminar.

Nikki King introduced Patricia Sullivan Ed.D., who is conducting the seminar. She presented a brief description of her background and the program she will conduct. Ms. Sullivan has done extensive work in the career transition area. The Commission thanked her for donating her services.

INTERNATIONAL WOMEN'S YEAR CONFERENCE

Lydia San Filippo, staff member of the Commission who is working on community outreach for the International Women's Year conference gave the following report:

On June 16-19, 1977, there will be an International Women's Year California State Meeting at the University of Southern California in Los Angeles. Supported by National International Women's Year Commissioners Maya Angelou, Cecilia Burciaga, March Fong Eu, Betty Ford, and Jean Stapleton, the meeting will recommend programs of action for discussion at the Houstan National Women's Conerence in November and will elect a 96 member delegation to that conference. Yvonne Braithwaite Burke will be the keynote speaker in Los Angeles.

A National Commission on the Observance of International Women's Year was established on January 9, 1975, by President Ford. The life of the Commission was extended to complete its fact finding, prepare its recommendations and file a report to the President and to each House of Congress.

Encompassing the wide range of problems that prevent women from participating fully in all aspects of life, the conference will address four major topic areas: The World of Work and Education, The Quality of Life and Role Choices, The World of Criminal Justice and Violence, and the World of Politics. Workshops will be conducted following the panel presentations. The San Francisco Commission on the Status of Women Chairperson Del Martin is serving as a State Coordinating Committee member and will also participate in a panel on battered women.

Other interesting aspects of the program include a Speakout Session where participants may air their views, a Celebration featuring special guest stars in an evening of entertainment and an Arts and Crafts Fair of women's exhibits and crafts.

The registration fee is $5.00 and inexpensive housing and child care are available. Some scholarships will be offered. Pre-registration forms may be obtained at the San Francisco Commission on the Status of Women. For additional information call 441-3344 or Lydia San Filippo at the Commission at 558-3653.

ADMINISTRATIVE COMMITTEE

Attendance Policy: Chairperson Martin reported that it was the recommendation of the Administrative Committee to change the Ordinance to reflect that any Commissioner missing five or more meetings in any calendar year be considered resigned. Horne moved to accept the recommendation of the Administrative Committee and it was unanimously passed.

A recommendation to cancel the June 14th meeting as it is the week of the International Women's Year Conference was made. Rothschild moved to accept the Administrative Committee's recommendation and it unanimously passed.

Staff has initiated and drafted a staff grievance procedure which was forwarded to the Administrative Committee for review. The Administrative Committee amended and recommended adoption. Horne moved to adopt as amended and it was unanimously passed.

FRIENDS OF THE COMMISSION

Events: Friends wants 100% membership in the organization and at least three members participation at each event.

Auction: Friends is have a major fundraiser on Friday, June 10 at 6:00 p.m. It will be held at Modesto Lanzone's which is located in Ghiradelli Square. Commissioners are asked to contact Noele Krenkel and Carol Khadjenouri for items they wish to contribute on behalf of the Commission.

Request for loan: Susan Heller asked Friends for a $600.00 loan to meet end of the year operational expenses. The Commission has been particularly affected by the new phone company rates which charge for local calls beyond a minimum allotment.

Friends did not have quorum and thus could not make a decision. Since this is of dire importance, the Commission will request Friends to consider it again shortly. Also the Commission wishes Friends to resolve the issue of sponsoring public programs and charging a small fee to cover costs.

STATUS REPORTS

Budget: Coordinator Heller stated that the budget hasn't been finalized yet. She will present the finalized budget at the next meeting.

New Appointments: Coordinator Heller reported that there are four possible Commissioner vacancies; thus new appointments must be made. The Commissioners can continue to serve until their replacements are appointed. Supervisor Quentin Kopp is under no time constraints to appoint these supervisors to act a a screeening committee. Thus, we do not know what the timetable for filling vacancies are. Commissioners and the public will be informed as soon as the screening committee is selected.

COMMITTEES

Employment: Nikki King, Chairperson

The Self-Empowerment Task Force has generated various media projects. Commissioner King has enclosed a memo recommending that there be a Media/ Public Relations Task Force and that Self-Empowerment be relieved of the media projects.

Legislation Committee: Tony Rothschild, Chairperson

Commissioner Rothschild explained the Holden bill on informed consent for sterilization services. The Commission had already supported proposed State Department of Health regulations pursuant to sterilization regulations. Commissioner Rothschild moved to endorse SB 52 and it was unanimously carried.

AB 847(Dunlap) would limit the use of veteran's preference points in state civil service. The Legislative Committee recommends endoresement of this bill as it did last year when the bill was defeated. This year the State Commission on the Status of Women is a co-sponsor of the bill and it looks promising. Commissioner Horne moved to endorse AB 847 and it was unanimously carried.

RESPONSE TO A SEXIST STATEMENT

At the Board meeting of May 9th, Supervisor Alfred Nelder stated. "I'm beginning to regret that I worked so hard to enlarge the Police Commission to include women." The remark was directed to Police Commissioner Judith Ciani who was presenting arguments before the Board in favor of the Office of Citizens Complaints. Supervisor Nelder opposed her position on this issue.

Noting there was no quorum the Commission, however, did wish to go on record opposing this sexist statement.

CALENDAR MATTERS

The next Commissioner meeting is scheduled for May 24, 1977, 7:30 p.m., City Hall Room 282.

SF
585
#1
5-14-77 cancelled

CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN

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DOCUMENTS
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June 10, 1977

The San Francisco Commission on the Status of the Status of Women meeting of June 14th has been cancelled. Commission energy has been directed to participation in the California International Women's Year conference which starts later this week. We want to insure the success of this conference as a California platform will be drawn up to take to the National IWY conference in Houston November 18-21.

The next Commission meeting will be held on June 28 at 7:30 in room 282 City Hall.

SF
565
#1
4-28-77

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A G E N D A

June 28, 1977

1. Roll Call
2. Minutes of the Meeting of May 24th
3. Communications
4. Administrative Committee
5. List of Nominees for Commission Vacancies
6. Summary of IWY Conference: Plans for an IWY Symposium
7. Special Health Concern: Defective Diaphrams (Koroflex)
   Kathleen Arnold
8. Committee Reports

   -Criminal Justice
   Resolution on Violence Against Gays

   -Legislation

   -Employment
   A. Assertiveness Training Seminar
   B. Affirmative Action in Wastewater Management Project and Yerba Buena Center --- design phase
9. Coordinator's Report
10. Calendar Matters

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Calendar of Committee Meetings for July*

Tuesday, July 5	5:30 p.m.	Education Committee
Tuesday, July 5	6:30 p.m.	Housing Committee
Wednesday, July 6	NOON	Permanent Part-Time Task Force
Wednesday, July 6	4:30 p.m.	Violent Crimes Against Women
Wednesday, July 6	5:30 p.m.	Administrative Committee
Wednesday, July 6	5:30 p.m.	FRIENDS
Thursday, July 7	6:00 p.m.	Prison Reform Committee
Monday, July 11	6:30 p.m.	Health Committee
Tuesday, July 12	7:30 p.m.	*FULL COMMISSION MEETING Room 282 City Hall
Thursday, July 14	5:15 p.m.	Affirmative Action Task Force
Thursday, July 21	7:30 p.m.	Legislation Committee
Monday, July 26	7:30 p.m.	*FULL COMMISSION MEETING Room 282 City Hall
Thursday, July 28	5:15 p.m.	Affirmative Action Task Force

*Unless otherwise noted, Committees will meet at 50 Fell Street

ALL MEETINGS ARE OPEN TO THE PUBLIC

COMMISSION ON THE STATUS OF WOMEN
Minutes of June 28, 1977

Present: Caldera, King, Lame, Martin, Ouye, Ramer, Rothschild, Watkins

Absent: Revelo, Reilly, Horne

MINUTES OF MAY 24, 1977

Approved as presented.

CORRESPONDENCE

To: Board of Education, stating that there has been no response on the letter supporting the position of Ms. Marie de Carli regarding forced retirement.

To: Human Rights Commission, reporting that Chapter 12C of the city non-discrimination ordinance passed this year is not in effect and requesting that a copy of the contract and a quarterly list of organizations who have signed be sent to the Commission. This is in response to a complaint from a woman who felt the Rotary Club which excludes women in members shouldn't use public facilities like Brooks Hall.

To: Mrs. Edith Perlman, Member of the Grand Jury, regarding specific Commission activities as requested. Information covered employment, credit, and childcare.

To: Assemblyman Willie Brown and Art Agnos, in regards to AB 1019. Letter states endorsement of this bill which will allow temporary restraining orders to be issued without notice to prevent a reoccurence of actual or threatened violence arising out of marital or other domestic relationships.

To: Senator Presley, in regards to SB 92, stating that the Commission opposes the deletions of SB 92 which eliminate information gathering on battered woman and strongly urges that the bill be carried in its original form.

To: Ms. Abrahamson, Commissioner, Board of Education, stating that no response has been made on information requested by the Education Committee regarding Title IX and follow-up steps to Education Forum.

To: Assemblyman Art Agnos, from Tony Rothschild, stating that the letter addressed as Ms. Toni Rothschild be corrected as Mr. August B. (Tony) Rothschild, Jr. Women who are in predominantly male occupation or organizations often are addressed as Mr. and as the lone (and perhaps token) male member, the tables are reversed.

From: Assemblyman Art Agnos, thanking the Commission for its support of SB 91 which provides funding for shelters for Battered Women and stating that it was unanimously approved by the Senate Finance Committee on June 14th.

From: Mayor Moscone, thanking Commissioner Horne for her letters recommending Kathryn Fong, Velma Parness, and Dorothy Parrish for appointment to the Civil Service Commission.

From: Ruth Jacobs, form the Commission of the one-person campaign to get the Muni Railway to changes its "Muni Man of the Month" to "Muni Driver of the Month". Letter also requested that perhaps the Commission would like to take this matter up with the Public Utilities Commission being that it is obviously discriminatory. The Commission agreed to do so.

From: San Francisco Neighborhood Legal Assistance Foundation, thanking the Commission for letters of support for Patti Roberts and the Women's Litigation Unit. She is being retained as supervising attorney of the Women's Litigation Unit for the next six months.

From: Randy Foster, a freelance writer and feminist, complementing WOMENEWS and stating that he/she is available to offer his/her services.

From: Donald J. Pistolesi, Assistant Division Manager, from Civil Service Commission, responding to the letter sent by Commissioner King confirming points of agreement of meeting March 31, 1977 regarding Assistant Gardener position.

From: C.H. Gorrill, Department of Industrial Relations, California Apprenticeship Council, informing the Commission of their hearings, proposed changes to California Administrative Code, Title 3, Chapter 2, and proposed amendments to the Administrative Guidelines of the California Plan for Equal Opportunity in Apprenticeship. The California Apprenticeship Council encourages the Commission to solicit their views on these proposals at the public hearings.

From: National Women's Studies Association, regarding conference in October 8-9, 1977 at Laney College. The National Women's Studies Association is soliciting workshops on "Sex Role Socialization". Coordinator Keller suggested that we organize a Commission on the Status of Women Title IX workshop and invite other Northern California Commissions to participate with us. Commissioner Watkins agreed to refer it to her committee.

ADMINISTRATIVE COMMITTEE

Chairperson Del Martin presented the Administrative Committee's report.

1. Community Meetings -- It was suggested by the Administrative Committee to have a series of community meetings. The intent of these meetings is to make the Commission acessible to the community and find out what the needs of the various communities are. In additon the Commission will report on its achievements, responsibilities, functions, and history. The Commission wants to establish a dialogue with all San Francisco Women and the three community meetings are a step to involve more women in our priority setting and committee work. The following dates have been set for Commission meetings:

Date	District	Commissioners
August 23	Richmond	Sandy Ouye
October 11	Mission	Maria Caldera
November 15	Western Addition	

2. Minority Outreach Task Force -- Chairperson Martin called on Commissioner Ouye as she suggested forming an Ad Hoc Task Force. The intent of this task force will be to reach Third World and gay women and involve them in an present committees. Information on the Commission, its functions, and powers is an important function of the task force. Hopefully, this will provide open and continuous communication between the Commission and minority women. Some staff members have expressed interest in working with interested Commissioners. Commissioner Ouye motioned and Commissioner King seconded to establish a Minority Outreach Task Force and it was unanimously passed.

3. Orientation and Reception -- A reception will be held August 9th, from 4:30-6:30 p.m., at 50 Fell Street. The reception will be in honor of the new incoming and hardworking outgoing Commissioners. The new Commissioners are: Kathleen Arnold, Lilia Medina, Carole Lee, and Del Martin, who has been re-appointed. CONGRATULATION!

The Administrative Committee will conduct an orientation for the new Commissioners on Tuesday, July 19th from 12:00-2:00 p.m.

INTERNATIONAL WOMEN'S YEAR SYMPOSIUM

Chairperson Martin reported on the International Women's Year symposium which will be presented at the next Commission meeting on July 12th. The purpose of sponsoring an open community forum is to aquaint the delegates from the Bay Area with issues and needs of San Francisco Women. Special items will cover resolutions passed at the International Women's Year conference and resolutions presented by Latina and Asian women which did not get to the floor at the State conference. Chairperson Martin stressed the importance of forming coalitions for the National conference at this open forum.

DEFECTIVE DIAPHRAGM

Kathleen Arnold gave a report on defective diaphragm. (Koroflex). She stated that the issue was not picked up by the local media and that she realizes the potential danger to women both in their lack of birth control protection and for those who are already victims. Kathleen Arnold proposed that the Commission on the Status of Women enact a media campaign to inform Bay Area women of this recall.

Dr. Ramer raised several questions concerning this issue. How popular is this brand of diaphragm? How widely is it distributed? Are Doctors in the city initiating recall or is the drug company?

The Commissioners felt that this was a very important issue and referred it to the Health Committee for further research.

HYDE AMENDMENT AND ABORTION

Congress is in the process of passing legislation to eliminate poor women from having the option to have an abortion. NOW is having a news conference on Thursday, July 14, to cover this issue. The Commission on the Status of Women

will participate in this news conference. Commissioners Ramer, Martin, Caldera, and Watkins volunteered to be involved in this issue.

REPORT ON UNITED WAY AGENCY REVIEW BOARD

Sue Saperstein, from the Women's Centers reported on her organization's efforts to get recreation monies from the Mission District Review Board. Their proposal "All-Aged Lesbians" is directed to young lestian women between the ages of 15-18. It is a support network and uses the Big Sister concept. Without funding they sponsored a picinic in which sixty younger women attended. They are applying for recreational monies for funding additional recreational activities. Saperstein stated that "All-Aged Lesbian" had never been given the opportunity to appear before the Mission Review Board and find out why their application had been denied.

It was the consensus of the Commission that the process should be followed and that the Mission Review Board should reconsider the proposal and allow the representatives from "All-Aged Lesbian" to testify and answer questions regarding the proposal.

RESOLUTION ON VIOLENCE AGAINST GAYS (See attached resolutions)

The Commissioners voted on each resolution. All resolutions were passed with a 7-1, with Commissioner Watkins dissenting.

WOMEN'S WORK FURLOUGH PROGRAM

Mary Vail presented a resolution regarding supervisors denial of CETA funds to the San Francisco Sheriff's Department Program for Womens Work Furlough. The program ranked high on the CETA list and has received support from a number of community organizations and several city agencies, but was not recommended for funding. Women offenders have particularly severe job and educational needs. Ms. Vail asked the Commission to continue its support of the work Furlough Program by urging Supervisor Feinstein to reconsider.

EMPLOYMENT

A. Assertiveness Training Seminar -- Patricia Sullivan gave her second Assertiveness Training Seminar and it was highly successful. Another seminar is being planned in October.

B. Affirmative Action in Wastewater Management Project and Yerba Buena Center --- Commissioner King asked Coordinator Heller to report on this issue. Coordinator Heller stated she had met with representatives of women's city planners, women's architects, and women engineers to give input on Human Rights Commission guidelines for employment. Both Wastewater Management and Yerba Buena Center are big projects and offer women in these non-traditional areas employment opportunities. The role of the San Francisco Commission on the Status of Women is to ensure women are involved in these large public projects funded by public monies.

CALENDAR MATTERS

The next meeting will be on July 12th at 33 Gough Street at 7:30 p.m.

CITY AND COUNTY OF SAN FRANCISCO

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RESOLUTIONS ON GAY RIGHTS

The following resolutions on Gay rights were adopted by the Commission on the Status of Women at its regular meeting on June 28,1977.

1. That the Commission on the Status of Women endorses the resolution passed by the California International Women's Year Conference which recommends that Anita Bryant and her Save Our Children campaign stop scapegoating Gays and address the scandal of the American family--the abuse, neglect and sexual assault of children in their own homes and the unmerciful beating of wives which often leads to murder or suicide.

2. That the Commission on the Status of Women endorses the resolution passed by the California IWY Conference that sexual or affectional preference should not be a criteria for the hiring, dismissal, or promotion of teachers. Additionally, the COSW declares its opposition to legislation introduced by Senator John Briggs to exclude Gays from the teaching profession in California. The COSW reaffirms its previous recommendations to the San Francisco Board of Education that it meet its responsibility for providing an education to young people that portrays alternative interpersonal life styles (including Gays) objectively, yet sensitively.

3. That the Commission on the Status of Women deplores the senseless death of Robert Hillsborough and calls upon the citizens of San Francisco, the schools, parents, and churches to join with the Gay community to engage in a public education program to rid our city of rampant homophobia and to redouble our efforts to eliminate sexism and racism in American Society.

4. That the Commission on the Status of Women commends Dave McElhatton and Tim Findley, of the KPIX television news team, for the professional manner in which the news regarding the Save Our Children campaign against Gays and the subsequent murder of Robert Hillsborough were reported. Channel 5's treatment of these issues is an example of responsibility and sensitivity which we would hope other television stations might emulate.

5. That the Commission on the Status of Women endorses the resolution passed by the California IWY Conference supporting passage of laws prohibiting discrimination on the basis of sexual or affectional preference in employment, licensing, housing and education at the state and federal level in order to bring about full participation of Lesbians and Gay men in American Society--specifically, amendment of The Civil Rights Act of 1964 and The Unruh Civil Rights Act to include the phrase "sexual preference".

6. That the Commission on the Status of Women declares its opposition to legislation passed recently by the House of Representatives in Washington to exclude Gays specifically from coverage under the Legal Services Corporation and federal housing assistance.

7. That the Commission on the Status of Women calls upon The United States Senate to revoke these amendments, to restore sanity and reason in the Congress and to renew the faith of the American people in the protection of the civil rights of all minorities.

8. That the Commission on the Status of Women calls upon the Regional Conference of the U.S. Civil Rights Commission, being held in San Francisco this week, to convey to the Commission in Washington the above sentiments of California and San Francisco women and urges the U.S. Civil Rights Commission to take steps to insure the civil rights of Gay citizens.

9. That the Commission on the Status of Women reminds President Jimmy Carter that it is hypocritical to advocate human rights in other countries while human rights are being revoked or denied in an atmosphere of hysteria in our own country; the Commission on the Status of Women strongly urges the President to take a leadership role in speaking out against the very dangerous trend in abridging the civil rights of women and Gays--specifically, withholding of federal funds for abortions for poor women, the Equal Rights Amendment, and denying homosexuals access to the Legal Services Corporation and federal housing assistance.

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
50 FELL STREET
FIRST FLOOR
SAN FRANCISCO, CALIFORNIA 94102
TELEPHONE 558-3653

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A G E N D A

July 12, 1977

7:30 P.M.

33 Gough Street

1. Roll Call
2. Welcome to New Commissioners
3. Minutes of Meeting of June 28, 1977
4. Communications
5. International Women's Year Conference Forum

   Introduction of Delegates

   Report on California International Women's Year Conference

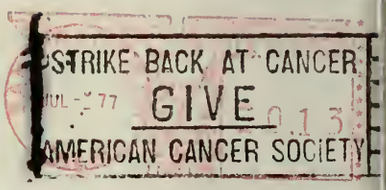
   -Del Martin
   -Lydia San Filippo
   -Jayne Townsend

   Open Discussion

   a. Resolutions

   b. Need for Coalition
6. Formal Commission Business
7. Adjornment

COMMISSION ON THE STATUS OF WOMEN
50 FELL ST. 1st FLOOR
SAN FRANCISCO, CA. 94102



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COMMISSION ON THE STATUS OF WOMEN
Minutes of July 12, 1977

ATTENDANCE

Present: Martin, Caldera, Arnold, Horne, Medina, Ouye, King, Lamé, Rothschild, Watkins

Welcome to the New Commissioners

Commissioners Kathleen Arnold and Lilia Medina were introduced and welcomed by Chairperson Martin. They will be honored at a reception on August 9th at 50 Fell Street from 4:30-6:30 p.m.. The public is invited.

CORRESPONDENCE

To: Ms. Sheila Houston, of Women Entrepreneurs, stating list of names and phone numbers of key purchasing people in the county, state, and federal levels. Letter states that the Commission on the Status of Women is interested in their efforts to see that women owned business' get their fair share of government procruement contracts.

To: Supervisor Dianne Feinstein, Board of Supervisors, in regard to the deleted CETA funded positions for the Womens Work Furlough Program. The Commission on the Status of Women strongly urges that these positions be restored on the basis of need for women prisoners.

To: Board of Supervisors, commenting that the Commission on the Status of Women finds the circumstances of Mr. Granville DeMerritt"s appointment to a management position in the Retirement System highly unusual. However, the Commission supports the Rule of Three because of the opportunity it can afford for the appointment of qualified minorities and women to management and non-traditional jobs. It further stated that Commission on the Status of Women would monitor Department Head's choices and would report to the Board on each Department's certifications prior to the budget hearings.

To: District Attorney, Joseph Freitas, Jr., stating that the Commission has selected Susyn Almond as its representative to the Victim Witness Program.

From: Wayne C. Redus, Human Rights Commission, in response to the letter sent by the Commission regarding the complaint against the Rotary Clubs use of Brooks Hall. The letter also states that the Human Rights Commission is drafting a letter notifying awarding agencies of Chapter 12C and the necessity for its inclusion in contracts for the lease and/or use of city and county facilities. A copy will be sent to the Commission on the Status of Women, along with a list of recipients.

From: National Organization for Women, announcing the rally "Defending Women's Rights Today" which NOW is sponsoring on August 27. The rally will focus on recent attacks on women's rights and human rights in general.

From: Wanda E. Greer, Federal Women's Program, Department of the Army, inviting the Commission on the Status of Women to the Presidio of San Francisco's fifth annual Women's Day Celebration to be held August 26. In addition, they are requesting participation in the celebration by putting on an exhibit and having someone present to answer questions concerning our activities.

From: United Sates Small Business Administration, inviting the Commission on the Status of Women to participate in a "Women in Business" conference Wednesday, August 24, from 8:00 a.m. to 5:00 p.m.. The conference will be held at the Golden Gateway Holiday Inn, 1500 Van Ness Avenue. Commissioner King, Chairperson of Women Owned Business Task Force, will be a speaker.

From: Vince Courtney, Local 400, Civil Service Association, protesting the filling of the high paid position at the Retirement Board recently with the third person on the list. Letter states that they are in opposition to the "Rule of Three" because it intimidates all city employees interested in promotions.

From: Human Rights Commission of San Francisco, submitting Human Rights Commission memorandum of prospective consultants interested in submitting proposal for the design phase of public work projects funded by the city and county. It included language for women entrepreneurs in the design field.

From: The Women's Centers, stating the need to have a lesbian on staff at the Commission on the Status of Women. Commissioner Caldera moved and Commissioner Medina seconded to request an additional CETA position from Robert Won. The vote was unanimous.

From: The Women's Centers, stating the need to have a lesbian on staff at the COSW. Commissioner Caldera moved and Commissioner Medina seconded to request an additional CETA position from Robert Won. The vote was unanimous.

From: Mr. Richard Savage, County Drug Program Coordinator, requesting Commission's support of an enlarged Drug Advisory Committee to include more public representation. Commissioner Rothschild moved and it was seconded by Commissioner King to support the concept of more public imput. The vote was unanimous.

REPORT ON INTERNATIONAL WOMEN'S YEAR CONFERENCE

Chairperson Martin reported that there are ninety-six national delegates from the state of California. Thirty-five delegates are from Northern California. She reported on the following breakdown: twenty Hispanic, fourteen Black, thirteen Gay, nine Asian, three Native American, and two disabled women.

Chairperson Martin introduced Margaret Cruz, Northern California Chairperson of the Publicity Committee and Pat DiGorgio, Northern California Chairperson of the Program Committee.

Before the delegates from the Bay Area introduced themselves, Bea Cossey from Santa Clara COSW commented that no one has been able to get copies of the resolutions that did not make it on the floor at the state conference. She felt it was unfair to deal with some resolutions without having all. Commissioner Martin responded by saying that the resolutions are with the Executive Committee and that the Executive Committee is pledged to accept all resolutions "in the spirit" of those passed on the floor in Los Angeles. She further stated that we do have persons at this meeting to present the Asian and Chicana Resolutions. It was the consensus of delegates and the audience that the resolutions were very important and that people attending workshops worked very hard to put together meaningful resolutions. Every effort will be made to get the finalized resolutions from the Executive Committee.

INTRODUCTION OF DELEGATES

Each delegate from the Bay Area, introduced herself and gave a brief overview of her concerns and involvements:

Angie Alarcon: Chicana/Latina from San Francisco; community and political activist
Anne Charles: Caucasian, from Marin County; active in the National Women's Political Caucus
Bea Cossey: Black, from Santa Clara, Santa Clara COSW; active in women's re-entry and apprenticeship
Margaret Cruz: Chicana/Latina, from San Francisco; President of San Francisco LULAC; political activist
Jo Daly: Caucasian, from San Francisco; Lesbian Human Rights Commission staff; and political activist
Pat DiGiorgio: Caucasian, from San Francisco; Chair of the San Francisco United Nations Association; main concerns human rights and racial discrimination
Flora Gilford: Black, from Daly City; involved with Black Women Organizied for Action; concerns are all those which affect Black women.
Phyllis Lyon: Caucasian, from San Francisco; Lesbian activist; Human Rights Commission Commissioner
Del Martin: Caucasian, from San Francisco; Chairperson of the San Francisco COSW; Lestian author and lecturer
Helen Nemschoff: Caucasian, from Marin County; past director of Volunteer Bureau of San Francisco; currently working on community projects
Iris Mitgang: Caucasian, from Orinda; attorney, State Vice-Chair of the National Women's Political Caucus
Rina Rosenberg: Caucasian, from Santa Clara; Director of Santa Clara COSW, active in civil rights movement and employment issues
Lydia San Filippo: Chicana/Latina, from San Francisco; staff on San Francisco COSW, active health and employment and Raza Women's issues
Marjorie Stern: Caucasian, from San Francisco; active in American Federation of Teachers and unions.
Mariko Tse: Asian, from San Francisco; member of Chinese Women In Action, is a model and actress
Colleen Wong: Asian, from San Francisco; working with housing, youth, and biligual educational services

In their introductions many of the delegates spoke of the need to unify and form a strong coalition before the National Convention. This meeting is an initial step towards the Houston Convention.

Other states have significant representatives from the Anti-Era, Abortion, and Women's Rights forces and delegates spoke of the need to ensure that the strong pro-women's rights resolutions that California passed at the state conference in Los Angeles are adopted in Houston.

Iris Mitgang stated that there was a need for a centralized mailing address for International Women's Year delegates to maintain contact and get current information. Commissioner Martin suggested that the San Francisco Commission on the Status of Women at 50 Fell Street, San Francisco, 94102 be used.

OPEN DISCUSSION

Center for Independent Living

Mary Jane Owen, Judy Yumin, Linda Gill, and Meg Kocher spoke to the Delegates and Commissioners on the issue of disabled women. Some of the points were:

- Approximately 10% of the female population in California and nationwide is disabled but there were no disabled delegates on the California slate. (Rina Rosenberg of the Outreach Committee said that two delegates identified themselves as disabled; the spokespersons did not recognize the names).

- The Los Angeles facility was not wheelchair accessible; there were no interpreters for the deaf and no materials were available in braille for the blind. Also there is no assurance that the Houston conference will meet 504 regulations. The 504 regulations prohibit programs receiving federal monies to discriminate against the handicapped.

- Resolutions from the disabled were lost in Los Angeles and had to be re-written. Finally it was understood that am important resolution was passed stating that there would be adequate representation of disabled women in the Los Angeles delegation.

- The workshop for the disabled is listed under the health category in Houston and it was the consensus that the issues facing disableed women are social issues, not health issues

- In general, there is lack of sensitivity to concerns of disabled by the women's movement. Issues were presented to the delegates such as the need for gynecological care, sex education and assessibility to the main stream of society. It is time that the women's movement begins to address needs.

After the presentation, there was much discussion by the Delegates and the Commissioners about the need to support the issues brought forth. The following resolution drafted by Commissioner Rothschild was unanimously adopted by both the Commissioners and the Delegates.

Resolution on the Disabled

> The San Francisco Commission on the Status of Women is aware of the persons with disabilities are not adequately represented in the various state delegations to the National International Women's Year Conference scheduled for Houston, Texas in November 1977.
>
> We therefore demand that an adequate number of persons with disabilities be selected from the category designated as Delegates-at-Large. These persons should be representative of racial, ethnic, and age groups.
>
> Furthermore, we demand that Section 504 of (the) Rehabilitation Act of 1973, administered by the Office of Civil Rights in the Department of Health, Education, and Welfare, be adhered to, both in spirit and the letter of the law.

Rina Rosenberg further requested that the Center for Independent Living provide names and resumes of women recommended to be at-large Delegates.

Asian Resolutions

May Seto from Chinese Women in Action spoke to the delegates about Asian concerns. She states that better outreach is needed for future conferences as Chinese Women in Action had only one month to prepare. Ms. Seto presented four resolutions on immigrant women, stereo-typing and employment discrimination, childcare, and the 1980 census. The full text is attached to the minutes.

Bea Cassey suggested that the census resolution be sent immediately to the Commerce Department as planning for the 1980 census is being done now. Commissioner Ouye moved to send a letter to the Department of Commerce, it was seconded by Commissioner Martin and passed unanimously. Commissioner Medina also stated that Chicana/Latinas have concerns with the census. She would get that information to the office.

Chicana/Latina Resolutions

Margaret Cruz presented the concerns of Chicanas and Latinas. The resolutions focus on employment, childcare, undocumented persons, legal issues, media, forced sterilization, bi-lingual bi-cultural education, domestic violence, health, older women, and rape.

Attached to the minutes is a summary of the resolutions.

Media Coverage

Margaret Cruz also discussed the media coverage or lack of it. Since the conference was in Los Angeles, local media refused to publize it here in San Francisco. Marjorie Stern expressed this reflected the continous problem women's organizations have in getting coverage on substantive issues.

It was decided by the Commission that a letter would be written to the media stating the importance of the conference and stressing the need for media coverage of important women's events in the future.

RICHMOND COMMUNITY MEETING

Commissioner Ouye is coordinating the community meeting in the Richmond District. She asked Commissioners for advice in terms of boundaries for all three meetings in the Richmond, the Mission, and the Western Addition for effective outreach. Commissioner Arnold suggested California Living article on Neighborhoods and Coordinator Heller recommended the Coro political handbook.

CALENDAR MATTERS

The next Commission meeting is July 26th in Room 282 at City Hall

The reception for the new Commissioners is August 9th at 50 Fell Street from 4:30 - 6:30 p.m.

ASIAN WOMEN RESOLUTIONS

INTERNATIONAL WOMEN'S YEAR STATE CONFERENCE

I. IMMIGRANT WOMEN

WHEREAS at least 50% of the Asian & Pacific Island communities in California are immigrants, and

WHEREAS at least 90% of the immigrants do not speak adequate English to enable them to fully participate in society, and

WHEREAS there is inadequate personnel in services such as health care, mental health care, child care and services for the elderly, and

WHEREAS because of their status as immigrants, the language barrier, and the lack of bilingual personnel in institutions such as the Immigration and Naturalization Services, the immigrants are treated as second class citizens even though they are taxpayers;

BE IT RESOLVED that Congress allocate adequate funds to train and employ bilingual/bicultural personnel for human services, and

FURTHER BE IT RESOLVED that the Director of Immigration and Naturalization Service be instructed to refrain from unfair and discriminatory treatment of Asian and Pacific Islanders in particular, and Third World immigrants in general.

II. STEREOTYPING AND EMPLOYMENT DISCRIMINATION OF ASIAN AND PACIFIC ISLAND AMERICAN WOMEN

WHEREAS Asian and Pacific Island American Women suffer unique discrimination in employment due to stereotypic images such as passiveness and exoticism, and biases against their cultural styles, and

WHEREAS 24.3% of Japanese American women, 35.3% of Chinese American and 42.2% of Pilipino American women between the ages of 25-34 have four or more years of college education, yet few are perceived by the dominant society as leader types, This is reflected by a lack of Asian and Pacific Island American female representation in executive, administrative and managerial positions, and

WHEREAS the median income of Asian and Pacific Island American women is far below the median income for women in general. For example, the median for Japanese American women is $3338 per annum, Chinese American women is $2386, and Pilipino American women is $3513 as compared to the median of $4529 for white women;

BE IT RESOLVED that steps be taken to correct this inequity by a two-prong process which consists of better enforcement by Federal monitoring agencies and affirmative action in the initial hiring and promoting processes.

III. CHILDCARE FOR ASIAN AND PACIFIC ISLAND COMMUNITIES

WHEREAS 54.5% of Asian and Pacific Island American women are in the labor force, and

WHEREAS the average income of Asian and Pacific Island American women is $3079 per woman per annum, and

WHEREAS an annual income of $3079 clearly does not allow affordable childcare;

BE IT RESOLVED that in compliance with Title XX, federal monies be allocated to Asian and Pacific Island and other Third World communities for the much needed childcare and child development services.

IV. COUNT US IN AND DO IT ACCURATELY -- 1980 CENSUS

WHEREAS U. S. census data can be and is used to assess, evaluate and plan for nearly every important social program, and

WHEREAS the U. S. Bureau of Census is making plans to delete the tabulation of specific racial groups, ie. Chinese, Japanese, on the 1980 census questionnaire in favor of grouping them into one general category of "Asian and Pacific Islander", and

WHEREAS immigration patterns of Asian and Pacific Island American women have resulted in different socio-economic needs within different Asian and Pacific Island American communities, and

WHEREAS Asian and Pacific Island American men and women have traditionally been undercounted in previous censuses due to lack of bilingual information and personnel;

BE IT RESOLVED that the U. S. Bureau of Census in addition to tabulating Asian and Pacific Island Americans in one general category, further tabulate specific ethnic origins such as Chinese, Japanese, Korean, Pilipino, Somoan, and

FURTHER BE IT RESOLVED that the U. S. Bureau of Census be directed to employ and train bilingual/bicultural census takers to service the Asian and Pacific Island American communities.

CHICANA/LATINA RESOLUTIONS

International Women's Year State Conference

I. BILINGUAL-BICULTURAL EDUCATION

WHEREAS, the purpose of this conference is to bring to light those problems unique to women, especially those of Latin American extraction,

WHEREAS, their problems are compounded through lack of understanding of their culture and language,

WHEREAS, the Latino population, which is comprised of over 23 million nationwide who recognize the equality of the Spanish language to the English language.

WHEREAS, Latinos recognize the great need to encourage pride in and the flourishment of their language and culture,

WHEREAS, the Latino population are appalled at the high drop out rate of Latinos from their tax-supported schools,

BE IT RESOLVED by the this International Women's Year Conference that Bicultural and Biligual Education is that vehicle we feel can change the educational aspirations and attainments of our children. We wholeheartly endorse the concept of Biligual-Bicultural education for all children.

II. UNDOCUMENTED PERSONS

WHEREAS, citizens without documentation for legal residency in this country vis a vis "illegal aliens" are not furnished the decency and provided the due process of law in the implementation and administration of the immigration and naturalization act, and

WHEREAS, Civil Rights legislation mandates nondiscrimination on National Origin, and

WHEREAS, provided in Congressional Acts of the U.S. and in the administration of said act and in violation of due process of law by immigration officials, many families are divided, and children, American born citizens of this country, are left behind without parents, and

WHEREAS, the inalienable Civil Rights of said children are violated by agencies other than federal (i.e. schoos, hospitals, public welfare),

BE IT RESOLVED that said citizen without documentation be provided due process of law for civil, constitutional, and human rights as provided by International Treaties and related nations;

BE IT RESOLVED, and further be it resolved that IWY National demand that deportation shoud be stopped of mothers with U.S. American-born children

III. HISPANIC REPRESENTATION AT THE NATIONAL CENTER FOR RAPE PREVENTION AND CONTROL

WHEREAS, the National Institute of Mental Health established the National Center for the Prevention and Control of Rape for the purpose of research and the allocation of funds for the prevention of sexual assault,

WHEREAS, women represent fifty-three per cent (53%) of the nation's population and Hispanic women represent a major portion of the fifty-three per cent (53%),

BE IT RESOLVED that the proposal review process of the National Center for the Prevention and Control of Rape reflect a true and equal representation of the Hispanic heritage group, and

BE IT RESOLVED that special consideration be given by the National Center to those agencies dealing with the prevention of sexual assault within the Hispanic community.

SUMMARY OF OTHER CHICANA/LATINA RESOLUTIONS

OLDER WOMEN

In view of the unique needs of older Chicana/Latina women it was resolved that federal & state monies be appropriated for programs to address their needs in the areas of physical & mental health care, education, & employment and that these services be provided by qualified personnel sensitive to the Chicana/Latina culture.

PRENATAL HEALTH CARE

It was resolved by the members of the IWY Conference that they strongly recommend to the Department of Health, Education, and Welfare the development of nationwide prenatal health care service to be staffed by biligual personnel in communities having a 5% non-English speaking population and that such service include a nutritional supplement program for the prevention of birth defects.

EMPLOYMENT

The conferees cited a gross lack of response to the equal employment opportunity problems of the Spanish surnamed seeking redress of grievances, stating that of the 99 cases filed in the courts by the Equal Employment Opportunity Commission of 1974, only two were on behalf of Spanish surnamed individuals. The Chicana/Latina Caucus therefore resolved that the I.W.Y National Conference censure the E.E.O.C. for its failure to fulfill its charter to uphold the rights of the Spanish surnamed community and furthermore that the I.W.Y. National body recommend that Congress conduct hearings to investigate funding policy and procedures of E.E.O.C. and all other government E.E.O. enforcement agencies prior to the implementation of the reorganization proposed by the Carter Administration with special emphasis on the lack of federal action on behalf of Hispanic women.

Another employment resolution addressed the need for establishing programs to promote upward mobility of Hispanic women into professional and managerial areas.

MEDIA

In the field of media, it was resolved that the employment of Chicana/Latinas should reflect population parity of the broadcast area, including top management positions; that the next appointment to F.C.C. and the National Advertising Board be a Chicana/Latina person; that Spanish speaking stations produce programs domestically to reflect the desires and needs of the indigenous population; that the rating systems include a cross-section of the Chicana/Latina population in their surveys; and that a true and accurate image of the Chicana/Latinas be portrayed through the development of programming and in assignment of such persons in front of and behind the cameras.

DOMESTIC VIOLENCE

The domestic violence resolution focuses on securing federal funding for emergency shelters for victims; police department funding for training personnel in family crisis intervention/domestic violence; and also, that such training include multi-cultural awareness for a more effective and humane delivery of services.

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CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN
50 FELL STREET
SAN FRANCISCO, CALIFORNIA 94102
TELEPHONE 558-3653

AGENDA

July 26,1977
7:30
Room 282 City Hall

1. Roll Call
2. Minutes of June 23 and July 12
3. Communications
4. Special Order of Business: Public forum on proposed Charter Amendment to merge civil service entrance and promotive lists: Vice-chair Caldera
5. Report on the U.S. Commission on Civil Rights Conference: Commissioner Medina
6. Report on the Richmond Community meeting of August 23: Commissioner Ouye
7. Committee Reports
8. Coordinatior's Report
9. Calendar Matters

CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN
50 FELL STREET
FIRST FLOOR
SAN FRANCISCO, CALIFORNIA 94102
TELEPHONE 558-3653

July 20, 1977

Dear Gentlepeople:

The San Francisco Commission on the Status of Women invites you or a representative of your organization to give input on the proposed charter amendment to merge Civil Service entrance and promotive lists. Because this is an important and controversial proposed ballot measure, the Commission will focus on this issue at its next regularly scheduled Commission meeting July 26th. The Commission's Affirmative Action Task Force recommended a public forum be held to hear and examine all points of view before taking a position. The matter is calendared at 8:00 p.m., July 26th, in Room 282, at City Hall.

The current practice of the city is that most entry level jobs announcements are issued entrance only while higher level positions in the same field are issued either promotive only or entrance and promotive. In the latter case, the promotive list is completely exhausted before the entrance list is even considered. Temporary and CETA employees are not permitted to take a promotive exam; they are only allowed to take entrance exams regardless of their qualifications or work experience.

There are two proposed charter amendments on this issue. The merits of both will be discussed at the Commission meeting. Attached is the current charter language, the Civil Service Commission proposal and the proposal from the League of Women Voters. Currently there is no provision for a combined entry and promotive list. The Civil Service Commission's proposal would give Civil Service the option to combine or not on an exam-by-exam basis. The League of Women Voter's suggested charter amendment provides that <u>all</u> exams be given on a <u>combined</u> entrance and promotive basis with a 5% credit for current city employees. The credit would also apply to temporary and CETA workers.

We sincerely hope that you will join us on July 26th to share your opinions on this important matter.

Please contact our office if you have suggestions for other persons or groups that should be notified.

Sincerely,

Maria Caldera
Chair, Civil Service Affirmative Action Task Force

MC:ad

PROPOSED CHARTER AMENDMENTS BY THE CIVIL SERVICE COMMISSION
AND THE LEAGUE OF WOMEN VOTERS

Civil Service Proposed Charter Amendment

Describing and setting forth a proposal to the qualified electors of the City and County of San Francisco to amend the Charter of said City and County by amending Section 8.326 thereof, relating to promotions in general.

The Board of Supervisors of the City and County of San Francisco hereby submits to the qualified electors of said City and County at an election to be held therein on November 8, 1977, a proposal to amend the Charter of said City and County by amending Section 8.326 thereof, so that the same shall read as follows:

NOTE: Additions or substitutions are indicated by BOLD-FACE TYPE deletions are indicated by ((double parentheses)).

8.326 Promotions in General

Except as specifically provided for in section 8.327, ((whenever it deems it to be practicable, the civil service commission shall provide for promotion in the service on the basis of such examinations and tests as the commission may deem appropriate, and shall, in addition, give consideration to ascertained merit and records of city and county service of applicants. The commission shall announce in the examination scope circular the next lower rank or ranks from which the promotion will be made.)) THE CIVIL SERVICE COMMISSION SHALL PROVIDE FOR EXAMINATIONS ON AN ENTRANCE, PROMOTIVE OR COMBINATION ENTRANCE AND PROMOTIVE BASIS. CONSIDERATION SHALL BE GIVEN TO PERMANENT EMPLOYEES IN SEPARATE PROMOTIVE EXAMINATIONS AND IN PROMOTIVE

EXAMINATIONS WHICH ARE COMBINED WITH ENTRANCE EXAMINATIONS FOR CITY AND COUNTY SERVICE AND OTHER CREDITS. WHEN AN EXAMINATION ANNOUNCEMENT IS ISSUED ON BOTH A PROMOTIVE AND ENTRANCE BASIS FOR A CLASS, THERE SHALL BE ONE RESULTING LIST OF ELIGIBLES WHICH SHALL INCLUDE ALL SUCCESSFUL CANDIDATES BOTH PROMOTIVE AND ENTRANCE IN ORDER OF RELATIVE EXCELLENCE. NOTWITHSTANDING ANY OTHER PROVISIONS OF THE CHARTER, WHEN AN EXAMINATION ANNOUNCEMENT IS ISSUED ON BOTH A PROMOTIVE AND ENTRANCE BASIS FOR A CLASS, THERE SHALL BE NO VETERAN'S CREDITS GRANTED TO ENTRANCE ELIGIBLES ON THE RESULTING LIST OF ELIGIBLES.

League of Women Voters Proposed Charter Amendment

Except as specifically provided for in Section 8.327, ((whenever it deems it is to be practicable, the Civil Service Commission shall provide for promotion in the service on the basis of such examinations and tests as the Commission may deem appropriate, and shall in addition, give consideration to ascertain merit and records of City and County service of applicants. The Commission shall announce in the examination score circular the next lower rank from which the promotion will be made.)) THE CIVIL SERVICE COMMISSION SHALL PROVIDE FOR EXAMINATIONS ON A COMBINATION ENTRANCE AND PROMOTIVE BASIS. A CREDIT OF 5% SHALL BE GIVEN TO CURRENT CITY/COUNTY EMPLOYEES WITH SATISFACTORY WORK PERFORMANCE, WHEN THE PASSING MARK HAS BEEN ATTAINED. THERE SHALL BE ONE RESULTING LIST OF ELIGIBLES WHICH SHALL INCLUDE ALL SUCCESSFUL CANDIDATES BOTH PROMOTIVE AND ENTRANCE IN ORDER OF RELATIVE SCORE.

COMMISSION ON THE STATUS OF WOMEN
MINUTES OF JULY 26, 1977

ATTENDANCE

Present: Watkins, Horne, Medina, Lamé, Arnold, Ouye, Caldera, Rothschild, Martin

Absent: King - Excused

MINUTES OF JULY 12, 1977

"Victim Witness Program" be corrected to "Victim Witness Assistance Program"

MINUTES OF JUNE 28, 1977

No Corrections

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Both minutes were approved and adopted July 26, 1977

CORRESPONDENCE

TO: Mr. William Mallen, Director, Mayor's Office of Criminal Justice and Mr. Joseph Freitas, District Attorney, stating that the Commission on the Status of Women is aware that their office has positions currently open for which there are persons who applying under the "shared job" concept. The letter also states that the Commission on the Status of Women anticipates that these departments will be supportive of persons applying for part-time grant-funded positions.

TO: Mr. Robert Won, Coordinator, CETA, informing him of the Commissioners unanimous vote to request a new CETA position to provide outreach to the Lesbian community, and to staff several committees.

TO: Public, inviting various organizations/groups to give input on the proposed Charter amendment to merge Civil Service entrance and promotive lists at the Commission on the Status of Women meeting, July 26th at 8:00 P.M.

TO: Supervisor Dianne Feinstein, concerning the Comission support of the concept of an enlarged Drug Advisory Council. This modification was put forth by William Goldman, MD and provides for more public input.

TO: Ms. Ruth Jacobs, in agreeance that the designation for the award "Muni Man of the Month" is discriminatory. We believe this matter is worth pursuing and would like further information and correspondence which Ms. Jacobs offered.

TO: Board of Supervisors, Planning, Housing, and Development Committee, expressing support through the Housing Commitee of the Commission on the Status of Women for the needs of residents in public housing. Primary concern is directed towards the safety and physical and mental well-being of the large percentage of mothers and children who reside within the housing projects of this city. The Commission on the Status of Women urges that suggestions requested be implemented immediately as the first step in providing a viable home environment for residents.

TO: Assemblyman Art Agnos, informing Mr. Agnos of a copy or results of a study on sexual harassment from the Working Women United Task Force in Ithaca, New York. Letter states that this information would be useful for promotion of AB 1302.

TO: Vice President Mondale, enclosing resolutions on Gay rights which were passed by the Commission on the Status of Women on June 28th in an effort to stem the hysteria engendered by Anita Bryant and her adherents. Letter further states that the Commission on the Status of Women hopes these resolutions and newspaper report of the press conference help by Dr. Benjamin Spock will help clarify and influence his thinking on this issue.

TO: President Jimmy Carter, regarding resolutions passed by the Commission on the Status of Women June 28th. Letter states disappointment that Mr. President has not taken an equally strong position here at home where the rights of women and Gays have been at issue in recent months, and asks Mr. President to take a strong leadership role in protecting the human rights of all citizens of the United States.

TO: Senator Alan Cranston and Senator S. I. Hayakawa, submitting resolutions passed by the Commission on the Status of Women endorsing the resolution passed by the California International Women's Year Conference supporting passage of laws prohibiting discrimination on the basis of sexual or affectional preference. The letter declares opposition to recent legislature passed by the House of Representatives in Washington to exclude Gays from coverage under Legal Service Corporation and federal housing assistance, and wages to strike the amendment to the bill extending for two years the Legal Services Corporation.

FROM: Ms. Katheryn Fong, thanking the Commission on the Status of Women for the support letter to Mayor Moscone recommending her appointment to the Civil Service Commission. Ms. Fong is pleased that the Commission on the Status of Women is making such an impact on San Francisco City politics and sensitizing us on the needs and priorities of all women.

FROM: David Bracker, Mission Neighborhood Health Center, congratulating Ms. Lilia Medina, on her appointment as Commissioner to the Commission on the Status of Women. Letter states that he hopes her resourcefulness and integrity continue on the high level that he has seen her exhibit in the past.

FROM: Dianne Feinstein, Board of Supervisors, in response to letter sent to the Board of Supervisors on the circumstances revolving around Mr. Granville DeMerritt's appointment to the Retirement System. She feels the Rule of One was the best choice for the City and County of San Francisco. She welcomes the screening the Commission on the Status of Women will be doing of appointments made to this date and is requesting a copy of all materials and analysis by the Commission, and up to date discussion on this issue.

FROM: Rina Rosenberg, Santa Clara Commission on the Status of Women, informing the San Francisco Commission on the Status of Women that the California Apprenticeship Council is requiring union set goals and timetables for the recruitment, hiring, and training of women apprentices. She is requesting that the Commission on the Status of Women get involved in working with the California Apprenticeship Council since this is an extremely important issue.

FROM: Joan Goldman, City Workers Base Committee; Kathleen Grimesey, Office of Curriculum San Francisco Unified School District; Executive Board, Local 400, Civil Service Association; and Helen Abel, Coordinator, San Francisco Chapter of Union WAGE, all of these letters are in regard to the proposed charter amendment which will combine promotive and entry level lists. These letters stress strong opposition on the basis that the charter charge will not effect the opening up of more promotive opportunities within the system for women and minorities. Letters also states that that this will have the effect of depriving dedicated city employees from advancing in the service.

FROM: Allen Wilson, Assistant Citizen, Coordinator, SAFE, in regard to the two proposed charter amendments. He believes the concept of combined entrance and promotive lists is long overdue. In addition, he states that the idea of granting 5% preference to current city employees is a good move; however he has reservations whether the League's amendment in and of itself would apply credits to limited tenure and CETAs.

FROM: Vice President Mondale, stating that "the issue of Gay rights is a complex topic which should be addressed in a deliberate manner not as part of a shouting match with protestors....we hope there will be ample opportunity for all sides to have their views heard in this question." In regard to the letter sent to Vice President Mondale on his recent visit to San Francisco, Chairperson Martin commented that there had been three various attempts to meet with Mondale before the attempt at the Hall of Flowers.

FROM: KGO Radio, announcing a new series with Dru Scott on Saturday morning from 9-11 a.m. starting August 6th. Some topics are:: How do you know when it is time to leave your job? How do you deal with stress on the job? How do you get ahead?

OPEN HEARING ON PROPOSED CHARTER AMENDMENT MERGING CIVIL SERVICE ENTRANCE AND PROMOTIVE LISTS

OVERVIEW

Vice Chairperson Caldera gave an overview of the proposed charter amendment to merge Civil Service entrance and promotive lists. The Civil Service Commission's proposal would give Civil Service the option to combine or not on an exam-by-exam basis. The League of Women Voters suggested charter amendment provides that all exams be given on a combined entrance and promotive basis with a 5% credit for current city employees. The credit would also apply to temporary and CETA workers. The amended resolution by Supervisor Gonzales would delete the 5% credit. However, he did urge that a definite percentage credit be given to city employees, including CETA and temporary workers.

Vice Chairperson, Caldera addressed the public and asked for testimony, pros and cons, on this issue. In addition, she stated that since the matter would be heard before the Board of Supervisors in August on the 1st, and the options open to the Commission were to endorse, to oppose, or not to take a position.

Janet Pendley, from the League of Women Voters, was in agreement with Supervisor Gonzales amendment with the exception of the deleted 5%, she too felt that a definite percentage

should be specified. The League of Women Voters supports opening Civil Service examinations to all who are eligible at all levels; this includes CETA and limited tenure city workers.

Vince Courtney, Executive Secretary, Local 400, representing four different unions requested that the Commission on the Status of Women table the issue and meet with Local 400 at a membership meeting to get input from their affirmative action groups. Mr. Courtney made the following points:

1. 20,000 city employees do not want their promotive opportunities taken away
2. Local 400 has made affirmative action proposals which have previously been rejected by the Board of Supervisors. One proposal is to make CETA employees permanent within one year.
3. Local 400 feels that CETA and temporary employees should be eligible for permanent entry positions, but not on a higher level.

Additionally, Mr. Courtney responded to the following questions (in the following manner):

Chairperson Martin asked Mr. Courtney about the Juvenile Probation officers situation in which minority women, CETA and temporary probation officers are being bumped by white males on the counselor classification. He responded that the Department acted illegally in cartifying them in the first place and secondly that the temporary probation officers should have come in at a counselor level instead of a probation officer level.

Chairperson Martin questioned, what happens when there are no women architects in the Bureau of Architecture but, there are a number of women architects who are qualified who have experience above an entry level? Mr. Courtney felt that they should come in at an entry level.

Coordinator Heller questioned who pays for the CETA and temporary work employees fringe benefits.

The response from Mr. Courtney was that in Alameda County, the county government picks it up. He also stated that our Board of Supervisors has refused to do this in the past. Commissioner Watkins added that the Redevelopment Agency provides fringe benefits for their CETA positions.

PROPONENTS AND OPPONENTS

PROPONENTS

Jim Caudillo of I.M.A.G.E. and Latinos for Affirmative Action, stated that the proposed charter amendment would increase permanent employment opportunities for Spanish-speaking people. Mr. Caudillo pointed out that only 4% of the permanent Civil Service employees are Spanish-surnamed. He felt that the charter amendment would aid affirmative action.

Jim Denman, Under Sheriff, County Jail, spoke from a management perspective. He stated that many people from the outside who are knowledgeable about the jails and prison system would like to work for the Sheriffis office. However, they do not want to start at an entry level. He feels that it is healthy for permanent employees to compete with outside applicants. Mr. Denman also felt that there would be more opportunities for women to enter the employment field if the charter amendment does go into effect.

Marva Pritchett, former Juvenile Probation Officer, gave input on this issue. She entered the Juvenile Probation Department with a B.A. and a M.A. Ms. Pritchett worked as a temporary worker at an 8440 probation officer level. She was told that she would have promotional opportunities in the system. However, she and other minority women are now being replaced by white males in the next lower rank as counselors because of the current charter provision which excluded them from taking the promotional examination.

Susan Clay, of the Public Health Department, represented Dr. Silverman and Dr. Goldman. Ms. Clay testified in support of the League of Women Voters amendment.

OPPONENTS

Garret Jackson, Brenda Presley, Patty Quilan, Business Representatives of Local 400, all spoke in opposition to the charter amendment. They felt that the charter amendment does not address the problem of promotion of clerks and that it doesn't help women in the system who have clerical positions.

Jean Thomas, Member of Local 400, in the Controller's Department stated she had entered the system in 1969 thinking she would have promotional opportunities. Ms. Thomas felt the proponents were stereotyping city employees as fat and lazy, which she felt was grossly unfair. She would like to grow in her job.

Barney Speckman, Assistant Secretary of the Labor Council, stated that he felt the charter amendment would not help women. He feels that it is a tool to take away the Civil Service merit system and this would adversely affect minorities. Mr. Speckman further stated that the charter amendment would help outside people take over permenant employees promotional opportunities.

Joan Dillon, President of the Local 400, feels that the Commission on the Status of Women is responsible for the welfare of all women. She urged the Commission on the Status of Women to meet with Local 400 on affirmative action issues.

Eva Piersol, Vice-President of Local 400, stated that CETA is being misused by the city. In addition, she stated that CETA should be a training program did that CETA and temporary employees should not be temporary positions for more than a year.

Grace Massey, A Member of Local 400, is in opposition to the charter amendment. She is a single mother of five children and believes that promotional opportunities should stay open for Civil Service employees.

DISCUSSION OF COMMISSIONERS

Vice-Chairperson Caldera urged the Commissioners to take a stand on the issue before the Board of Supervisors met on Monday, August 2nd. She recommended endorsement of the Gonzales amendment as this would give women and minorities opportunities to take examinations.

Commissioner Watkins opposed the proposed charter amendment. She suggested that the Commissioners table the issue for further reseach and encouraged the Commission on the Status of Women to meet with Local 400 on this issue.

Chairperson Martin stated she was in favor of city wide employees being eligible for all exams. Throughout the discussion, she focused on the situation of the probation officers and noted that if the charter amendment had been in effect they wouldn't be unemployed. Many of these women, she noted, had been on the city payroll for three to five years and were not given a chance to compete for the jobs they already held.

Commissioner Ouye commented that there is a definite need to build communications between the Commission on the Status of Women and women in the citys workforce. She stated that the Commission on the Status of Women should be open to listening and meeting with the women in the unions. Commissioner Ouye did not feel she could make a logical decision given the time constraints.

Commissioner Rothschild supported the charter amendment if current city employees, including CETA and temporary workers could get a percentile credit. He also supported the Civil Service's veterans preference clause. (see attachment)

COMMISSIONERS RESOLUTIONS

Commissioner Watkins move to take the issue. It was seconded by Lamé. Commissioner Rothschild spoke against the motion until all testimony from the audience was heard. The motion to table was defeated 7-2, Commissioner Watkins and Commissioner Lamé dissenting.

After more tesimony Commissioner Caldera moved to support the Gonzales amendment. It was seconded by Commissioner Arnold.

Two amendments were made inserting the 5% credit for current employees and the Civil Service Commission veterans preference caluse. The amended motion was passed 6-0 by Commissioners Arnold, Caldera, Horne, Martin, Melina, and Rothschild.

A letter commentation the Commission decision is attached to the minutes.

Vice-Chairperson Caldera proceeded with the meeting Commissioner Rothschild requested that Elizabeth Price, of the Legislation Committee report on two important pending bills. Vice Chairperson Caldera granted the request. Ms. Price reported on the following bills:

AB 272 (McAlister) Child Support. This bill would authorize the court to order child support beyond the age of 18 and up to a maximum of 21 if the recipient is enrolled full-time in an accredited institution of higher learning.

Ms. Price reported that on June 9 the bill was watered down but that the Legislation Committee did pass as written on its June 21, committee meeting. She further stated that the bill will probably be written and amended as before. Commissioner Horne motioned to endorse AB 272 and it was seconded by Commissioner Rothschild. The motion passed 6-0.

AB 1403 (Egeland) Work Furlough. Under existing law, the Cobey Work Furlough Law, county jail prisoners may be released on work furlough for employment or educational purposes. This bill would state that employment includes care of children, including the daytime care of children of the prisoner.

Commissioner Rothschild motioned to endorse AB 1403, it was seconded by Commissioner Medina. The motion passed 6-0.

ADJORUNED

The meeting was adjoruned at 11:45 P.M.

Text of Letter Sent to the Board of Supervisors on July 29, 1977

Dear Supervisors:

On July 26, 1977, the Commission on the Status of Women held a hearing on the issue of the proposed charter amendment merging Civil Service entrance and promotive lists. After three hours of testimony and discussion from proponents and opponents, the Commission voted to support Supervisor Gonzales' proposed ballot measure. The Commission supported two amendments which are a 5% credit for current city employees and a veteran preference provision originally contained in the charter amendment proposed by the Civil Service Commission. Please see enclosed.

The discussion by Commissioners was focused on the fact that limited tenure and CETA employees, who are technically in the system, are unable to improve their employment status. They are not permitted to take promotive examinations, regardless of experience or qualifications. The numbers of women and minorities who are in these categories are considerable. The Civil Service June 1977 computer ran cites the following statistics:

Position	Number	Women	Minority
Temporary	6301	55%	53%
CETA	1942	44%	77%

A year ago the Commission was very much involved with the situation of temporary and CETA probation officers, mainly minority women, who were recruited several years ago for affirmative action reasons. At that time, the probation officers were predominatly white male and did not reflect in any way the service population of Juvenile offenders. Although these incumbent temporary probation officers performed well they will be bumped by counselors, generally white males, who took the promotive exam. The Progress article gives a more complete explanation.

In addition to the situation described above, the Commission's own office is staffed mainly be CETA employees. They are expected to and do in fact perform at a very high level. However, like the 8,000 other temporary and permanent employees, their promotional opportunities into permanent Civil Service employment are not present.

The Commission on the Status of Women urges you to support the proposed charter amendment combining entry and promotive Civil Service examinations at Monday's Board meeting.

Sincerely,

Susan J. Heller

Susan J. Heller
Coordinator

****

THE CIVIL SERVICE COMMISSION SHALL PROVIDE FOR EXAMINATIONS ON A COMBINATION ENTRANCE AND PROMOTIVE BASIS. A CREDIT SHALL BE GIVEN TO CURRENT CITY/COUNTY EMPLOYEES WITH SATISFACTORY WORK PERFORMANCE, WHEN THE PASSING MARK HAS BEEN ATTAINED. THERE SHALL BE ONE RESULTING LIST OF ELIGIBLES WHICH SHALL INCLUDE ALL SUCCESSFUL CANDIDATES BOTH PROMOTIVE AND ENTRANCE IN ORDER OF RELATIVE SCORE.

Amendments proposed at the July 26th meeting of the Commission on the Status of Women:

1. 5% credit

2. "....Notwithstanding any other provisions of the Charter, when an examination announcement is issued on both a promotive and entrance basis for a class, ther shall be no veteran's credits granted to entrance eligibles on the resulting list of eligibles."

CORRESPONDENCE

9-77

CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN
50 FELL STREET
FIRST FLOOR
SAN FRANCISCO, CALIFORNIA 94102
TELEPHONE 558-3653

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A G E N D A

August 9, 1977

1. Roll Call

2. Minutes of Meeting of July 26, 1977

3. Communications

4. Richmond Community Meeting Update

5. Ad Hoc Minority Outreach Task Force

6. Committees

   -Media and Public Information--Goals of New Committee

   -Housing
   Senior Citizen's Property and Rental Tax Assistance

   -Legislation
   AB 520 - Pension Benefits for Surviving Spouses
   AB 1645 - Equalization of Training Opportunities for Women in Prison

   -Health
   Abortion Update

   -Employment

7. Coordinator's Report

8. Calendar Matters

COMMISSION ON THE STATUS OF WOMEN
Minutes of August 9, 1977

ATTENDANCE

Present: Martin, Watkins, Horne, Medina, Lame, Arnold, Ouye, Rothschild, and King

Absent: Caldera

Minutes of July 26, 1977

Corrections: The votes on the two amendments to the motion to endorse the merged Civil Service list were omitted. Each passed by a 6-2 vote with Watkins and Ouye dissenting.

CORRESPONDENCE

To: Senator Alfred Song, Chairperson, Judiciary Committee, stating that the San Francisco Commission on the Status of Women endorsed AB 1403 at its July 26th meeting. This bill will redefine "employment" to include day care of children of prisoners on work furlough.

To: La Raza Lawyers Association, in reference to the Third Annual State Convention. This letter strongly urges that Raza women be involved in planning and conducting of future LRNLA Conventions.

From: JoAnn Semones, U.S. Small Business Administration, confirming Commissioner King as a speaker for the Small Business Administration Conference to be held Wednesday, August 25th, at the Golden Gate Holiday Inn, 1500 Van Ness Avenue.

From: John Durham, Coalition for Human Rights, seeking endorsement for their rally to be held on August 20th. The main points of the rally are to ban discrimination based on sexual orientation and to support the right of Gay people to teach.

From: Elizabeth Ent, Santa Clara Commission on the Status of Women, in reference to a meeting of the various local commissions. The purpose of this meeting will be toward the formation of an independent statewide association and for sharing ideas and problems. The date for the meeting is Saturday, October 22nd.

From: Senator Dunlap, Senate Committee on Education, regarding our opposition to SB 1253. This bill is dealing with the issue of teacher dismissal-based on homosexuality.

From: Nancy Cross, Greensboro Commission on the Status of Women, who are presently organizing an information system. They are interested in knowing if our Commission has an information system of any kind or scope. They will provide information on their study.

From: Sharon Narimatsu, Program Coordinator for the North Pacifice Region of the National Women's Studies Association. She is extending an invitation to present a workshop at their convention which will be held in October 1977. The convention will discuss sex-role stereotyping in the schools with a particular focus on strategies for change in Kindergarten through High School.

From: Joseph Freitas, District Attorney, in response to the letter of July 25th regarding part-time employment. He states that his office will endeavor to consider a shared job approach, but states that the peculiarities of their office's job make it a difficult one.

From: Elizabeth Ent, Santa Clara Commission on the Status of Women to Ms. Anita Miller, President National Association of Commissions on Women. This letter states that the flat dues of $200.00 per commission are too high and prevents membership sufficient to make the organization truly representative of women throughout the country.

From: Pat Plant, announcing that her next Financial Planning Seminar is scheduled for October 8th. Ms. Plant was at the Commission meeting to give a short presentation. Commissioner King noted that Pat's seminars in the past have been anlightening and well-attended and thanked her for putting together another seminar.

RICHMOND COMMUNITY MEETING UPDATE

Commissioner Ouye gave a report on the August 23rd community meeting. She reported that the format to be used for this first community meeting will be used for the next two meetings, one in the Western Addition and the other one in the Mission District. Commissioner Ouye requested in a memo to Commissioners lists of women who live in the Richmond District. The leaflets will announce all three forums and are printed in five languages. Commissioner Ouye will be asking for volunteers to hand out these leaflets at markets and laudromats in the Richmond on the weekends.

Commissioner Martin questioned if there would be interpreters for the meeting. Commissioner Ouye stated that there are not any yet, but realistically Chinese interpreters would be needed for the Richmond District meeting. Commissioner Ouye states there would be childcare provisions. Suggestions for childcare from the Commissioners were to contact youth groups, volunteers, and to investigate whether employed youth could get released time from their programs. Commissioner Lamé suggested that the community meetings be on going in order to reach out into the other communities. In response to her concern, it was noted that these three meetings are scheduled for 1977 and in 1978 the Commission will reach out to other communities.

AD HOC MINORITY OUTREACH TASK FORCE

Commissioner Ouye gave a brief overview of the Task Force. She welcomed the participation from all Commissioners and staff members. The Task Force met on July 18th to discuss the purpose and structure. They are seeking involvement from 25-30 minority women and would like recommendations. The Task Force will meet on August 17th to compile the list of women to prepare for the meeting of August 31st.

Some Commissioner did not favor limiting the Task Force to a set number, as they have found participation diminished after the initial meeting. Commissioner Ouye agreed that the selection process should be open.

HOUSING COMMITTEE

Commissioner Medina gave a report on two pieces of legislation which provide financial assistance to low income renters and home owners. This had not come before the Housing Committee but was brought so that Commissioners could forward information to eligible elderly persons. The laws are the Senior Citizens Rent Assistance Law and forms for both kinds of assistance can be obtained from the Franchise Tax Board at 345 Larkin 852-7100. The deadline date is August 31, 1977.

Commissioner Medina said that she has been working with low income Senior Citizens to publicize the new laws and help them fill out the forms. She stated that Commissioners should be aware of the laws and criteria as most older people are women. Forms are available at the Commission office and both Commissioner Medina and staff person Pam Lee can assist in completing forms.

Commissioner Watkins questioned whether this matter should be referred to the San Francisco Commission on the Status of Aging. There was much discussion on this point older persons and women, together when possible.

MEDIA AND PUBLIC INFORMATION COMMITTEE

Commissioner Arnold gave a report on goals of the new committee. She stated that media will touch every committee and anticipated that each Commissioner will take an active part in it to ensure effective coordination and dissemination of information.

Commissioner Arnold stated that she and Commissioner Horne will be recruiting people to work with them. In addition, they are in the process of making contact with the print and broadcast media.

The Media and Public Information Committee will publicize Commission activities and events. The second area is the image of women and how they are portrayed in the media.

LEGISLATION COMMITTEE

Mary Vail, active member of the Legislation Committee covered the two pieces of legislation which were not reported on at the Commission meeting on July 26th because of time constraints.

AB 1645 (Alatorre) Jails: Certification. This bill would require the State Department of Corrections to establish a certification procedure for local jails in order to assure opportunities for women prisoners comparable to those provided male prisoners.

Commissioner Lamé motioned to endorse AB 1645, seconded by Commissioner Arnold, passed unanimously 9-0.

AB 520 (Fazio) Public Employees Retirement System: Benefits: Equalizes the age to 62 years for surviving spouses eligibility to pension benefits; makes other related and technical changes.

Commissioner Rothschild motioned to endorse AB 520, Commissioner King seconded, passes unanimously 9-0.

HEALTH: ABORTION UPDATE

Commissioner Ouye presented a report focusing on recent developments on the abortion issue. An abortion fact sheet was presented. At the reception over 100 names were gathered for a mailgram endorsing Senator Arlen Gregorio's amendments to SB 381. This would enable women on MediCal to obtain abortions after the proposed cut-off of federal funds.

Commissioner Ouye motioned to support this issue it was seconded by Commissioner Medina and passed unanimously 8-0. The mailgrams will be sent to members of the Assembly Health Committee.

RECEPTION

The Commission reception honoring the new Commissioners was a smashing success. Three hundred fifty people attended the event. Chairperson Martin thanked Commissioners King and Horne and all staff with special thanks to Cristina Requejo.

CALENDAR MATTER

The next Commission meeting will be held on August 23rd at 7:30 p.m. in the cafeteria at George Washington High School.

SF
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CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN
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AGENDA

Meeting of August 23, 1977
George Washington High School Cafeteria
7:30 P.M.

This is the first of a series of three community meetings.

I. Opening Remarks: Commissioner Sandy Ouye, Coordinator of the Richmond Meeting

II. General Commends About the Commission: Commissioner Tony Rothschild

III. Presentations by Individuals or Organizations (Sign-up at door)

IV. Summary of Remarks from the Public: Commissioner Ouye

V. Official Commission Business
-National Women's Agenda Coalition
-Committee Business

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COMMISSION ON THE STATUS OF WOMEN
Minutes of August 23, 1977

ATTENDANCE

Present: Martin, Watkins, Horne, Arnold, Medina, Ouye, Lee, King, Lamb, Rothschild, Caldera.

MINUTES OF AUGUST 9, 1977

Correction:
"Absent: Caldera" to Excused: Caldera
"Special thanks to Cristina Requejo & Gloria Perchez" for their work on the reception.
"Mary Vail, Co-chairperson of the Legislation Committee."

CORRESPONDENCE

From: The Ford Foundation, thanking the Commission on the Status of Women for our participation in their renewing of grants by private foundations and government agencies that further women's rights and opportunities.

From: National Organization for Women, announcing an ERA Benefit Luncheon which they will be sponsoring on Wednesday, September 21st, 12:00 p.m. at the Hyatt Hotel in Union Square. The cost is $12.50 per person, for reservations and more information, call Peggy Burke, 398-3134.

From: Mrs. Lucille M. Creamer, Women for Women Educational Center, requesting the Commission on the Status of Women as a supporting group for "Women and their Money Conference". Commissioner Martin motioned to support, Commissioner King seconded, passed unanimously. Commissioner Caldera will give a workshop on Employment for this conference which will be held Saturday, October 22nd at Lone Mountain College.

From: Commissioner Phyllis Lyon, San Francisco Human Rights Commission, requesting that the Commission write to the Federal Communications Commission to urge that the petition for rule-making be granted. The petition requests that the Ascertainment Primer include gay organizations. Commissioner King motioned that the Commission write the letter, seconded by Commissioner Caldera, passed unanimously.

From: Anita Miller, National Association of Commissions for Women, requesting up-to-date information on our commission and its activities.

From: Los Angeles Commission on the Status of Women, will be holding a conference for California commissions to exchange information, discuss activities, share solutions to common problems and foster communication between commissions. They are requesting that Commission Chairs participate in such a conference. Commissioner King moved to support, seconded by Commissioner Watkins, passed unanimously.

From: Mary Vail, Attorney at Law

To: Supervisor Feinstein, informing her of what facilities are being used and may in the future be used to house the Women's Work Furlough Program for the San Francisco Sheriff's Department.

OPENING REMARKS: COMMISSIONER SANDY OUYE AND COMMISSIONER TONY ROTHSCHILD

Commissioner Ouye welcomed residents of the Richmond District to the Commission meeting. She gave a brief history and background of the Commission on the Status of Women and then read the agenda for the night. Commissioner Ouye introduced each Commissioner and those staff members present. She also recognized Mark Gracia and Gordon [illegible] in the audience who are running for Board of Supervisors. The meeting was then turned over to Commissioner Rothschild.

Commissioner Rothschild read the Declaration of Policy of the Commission on the Status of Women to the public. He commented that this could only be in effect with involvement of the community and stressed public participation.

Commissioner Ouye addressed the public and requested that any organization/group that wanted to voice an issue of concern to please do so.

WOMEN'S CAUCUS FOR ART, DeRENE COERR

Ms. Coerr reported on the organization that she participates in. Women's Caucus For Art promotes professionalism for women in art. They hold monthly meetings and are a national organization. She stated that she works for the museum of art and organized a show of women's works in 1975. Ms. Coerr reported that an exhibit of women's art was turned down by the museum and she participated in protest of this. In addition, she stated that there are no women above middle management positions employed by the museum.

CHINESE WOMEN IN ACTION, CHRISTINA CHEN

Ms. Chen reported that Chinese Women in Action is based in the Richmond District. The organization was formed by San Francisco women involved in the International Women's Year Conference in Mexico City in 1975. The purpose of their organization is to create a social and political awareness among Chinese-American women, as well as providing leadership, training and mutual support. Ms. Chen feels that there is a definite need for training seminar for Chinese-American women in public speaking. She requested Commission on the Status of Women to co-sponsor this seminar, the use of Commission facilities, and staff support.

Commissioner Ouye asked if this seminar would be open to all women. Ms. Chen responded that it would but will emphasize Asian women's interests. Commissioner Lee said that the organization hopes to form a Speakers Bureau to speak on Asian women's issues.

Chairperson Martin moved that the Commission co-sponsor the training seminar and it was seconded by Commissioner Arnold. The motion passed unanimously.

Ms. Chen stated that the lack of childcare centers in the Richmond District was an issue of importance to the community. She reported that there are very few childcare centers in the Richmond and that the majority of the children served in the centers do not reside in the district.

On the issue of healthcare she commented on the problems-transportation access to health services. She stated that it was impossible for women to travel to the Sunset District because of lack of public transportation going in a North-South direction.

Commissioner Ouye stated that these issues would be presented to the Health & Childcare committees of the Commission. Chairperson Martin invited the Chinese Women In Action to become involved with the Commission on theStatus of Women committees.

NEIGHBORHOOD PLANNING ASSOCIATION, MR. ARDEN DANIKAS

Mr. Danikas complimented the Commission on the Status of Women for holding a community meeting and stated that he hoped other groups would do the same. Coordinator Susan Heller asked Mr. Danikas what he percieved the main issues of the Richmond District to be. His reply was the transportation problems.

BAY AREA DEFENSE COMMITTEE FOR NARCISCO AND PEREZ, MS. ROSE SANSANO

Ms. Sansano stated that this defense committee was formed in the Bay Area immediately after the guilty verdict on July 13th in Michigan against two Filipino nationals, Filipina Narcisco & Leonora Perez. They have been convicted of poisoning and conspiracy to poison in a case involving mysterious breathing failures and deaths at the Ann Arbor Veteran Administration Hospital two years ago. The two Filipino nurses face possible life imprisonment and will be sentenced the first week of September. Ms. Sansano went on to say that the federal prosecutor of this case admitted in the trial that all his evidence as "circumstantial". The Bay Area Defense Committee is part of the National Committee whose main office is in Chicago and have appealed for a new trial on the basis that the women were convicted without enough evidence.

Ms. Sansano asked the Commission on the Status of Women for donations and support of the Defense Committee and invited the Commission on the Status of Women to attend the fundraiser for Narcisco and Perez which will be held Saturday, August 27th, at the Glide Memorial Church, 330 Ellis Street.

In response to this Commissioner Horne stated that financially it was not possible to support, but the Commissioners could attend the fundraiser individually in support.

Commissioner Rothschild questioned the legality of the case and further stated he would like more information and legal briefs on the case. He pointed out the Commission had never taken a stand on a lawsuit and the Commission could not take official action on the case.

Chairperson Mary Vail of the Legislation Committee recommended the Administrative Committee to develop guidelines for taking such positions as lawsuits.

Commissioner Watkins motioned that the Commission write a letter to the FBI stating that this issue was brought to the San Francisco Commission on the Status of Women and that it be further investigated and be brought to the Commission in two weeks.

Commissioner Watkins then withdrew her motion and motioned that a letter of concern be written to the Commission on the Status of Women in Michigan requesting information on the case and what position they have taken, and secondly that the case be taken up by the Criminal Justice Committee. The motion was seconded by Chairperson Martin, vote was 9-1, Commissioner Rothschild dissenting. Commissioner Ouye stated she did not support the motion and strongly urged that the Commission send a letter to the FBI and the Commission on the Status of Women of Michigan. In response to this Commissioner Arnold stated the letter would be one of inquiry and concern, not of support. She motioned that a letter be sent to the FBI and Commissioner Watkins seconded the motion with the amendment that a letter be sent to the attorney's requesting the particulars of the case be sent to the Commission. Vote was 9-1, Commissioner Horne descending.

Commissioner King motioned that the question of policy of dealing with the issue of a lawsuit be taken to the Administrative Committee and then be brought back to the Commission. The motion was seconded by Commissioner Medina, and passed unanimously 10-0.

Commissioner Ouye then turned the meeting over to Chairperson Martin for official commission business.

COORDINATOR'S REPORT, SUSAN HELLER

Chairperson Martin reminded the Commission that the Satellite Communication Network proposal by the National Women's Association supporting the National Women's Agenda has not been adopted by the Commission on the Status of Women. It was moved and seconded to adopt the National Women's Agenda.

Coordinator Heller reported on the Satellite Communications Network proposal submitted by the National Aeronautics of Space Administration. The proposal outlines four ways of communication; Voice--Audio Teleconferencing, Facsimile Transmission, Computer Data Transmission, and Telex Service. The letter requested support of this proposal. Commissioner King motioned that the San Francisco Commission on the Status of Women support the proposal by the National Women's Association, Commissioner Arnold seconded, the motioned passed unanimously 10-0.

MEDIA/PUBLIC INFORMATION, COMMISSIONERS ARNOLD AND HORNE

Commissioner Arnold announced that this new committee will be holding their first meeting on Tuesday, September 6, 1977, 5:15 P.M. at 50 Fell Street. The committee will focus on publicizing concerns and issues of the Commission on the Status of Women and on sex stereotyping in the media, the effects of it, and what can be done about it. She's inviting the public, and commissioners to participate in the committee.

SELF-EMPOWERMENT TASK FORCE, COMMISSIONER KING

The Self-Empowerment Task Force is planning three workshops which are to be held October 1, 8, and 15. Pat Plant will give a workshop on "Financial Planning," Pat Sullivan will conduct a workshop on "Time Management For Women," and "Surviving the Career Time" will be given by Kandra Driggs. Commissioner King stated the dates have been set and the women conducting the workshops. She requested approval from the Commission on the Status of Women. Commissioner Rothschild motioned that the Commission approve the workshop, and was seconded by Commissioner Horne. The motion passed unanimously 10-0.

LEGISLATIVE COMMITTEE, COMMISSIONER ROTHSCHILD

Commissioner Rothschild recognized Mary Vail, Co-chairperson of the Legislative Committee. Ms. Vail informed the public that the Legislative Committee is dealing with state, federal, and local legislation and takes positions, endorsement and opposition, on bills in all areas. She announced the re-organizational meeting of the Legislative Committee which will be held September 15th, at 4:00 P.M., 50 Fell Street. Ms. Vail reported on the following bill.

AB 1434 (Gage) Victims and Witnesses of Crime Assistance Centers. This bill would direct the office of Criminal Justice Planning to designate certain public or private non-profit agencies who apply therefore as victim and witness, centers to provide specified services and assistance to victims and witnesses of crime. The bill would appropriate $1,000,000,000 to the office of Criminal Justice Planning for purposes of the bill. In addition, Ms. Vail stated the bill was pending in the Senate Finance Committee. Commissioner Rothschild moved for endorsement of AB 1434, seconded by Commissioner King, and passed unanimously 10-0.

Meeting adjourned at 10:00 P.M.

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COMMISSION ON THE STATUS OF WOMEN

50 FELL STREET
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SAN FRANCISCO, CALIFORNIA 94102
TELEPHONE 558-3653

Notice of Meeting

The regularly scheduled Commission meeting of September 13th has been cancelled due to the fact it falls on Rosh Hashana, the Jewish New Year.

The next Commission meeting will be held in Room 282 of City Hall on September 27th at 7:30 P.M.

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friends opening fall benefit

Celebration

of

San Francisco's

Women Political Candidates

Russian Folk Music

TROIKA BALALAIKAS

Refreshments — *Russian Folk Dancing*

September 16, Friday 6:30 to 9:00
Lake Merced Boat House, San Francisco
Skyline & Harding Blvd.

recently published revised regulations dealing with establishing affirmative action

CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN

50 FELL STREET
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SEPTEMBER CALENDAR

DAY AND DATE	TIME	COMMITTEE
Tuesday, September 6	5:00 P.M.	Media & Public Information
Wednesday, September 7	4:00 P.M.	Administrative Committee
Wednesday, September 7	5:30 P.M.	*FRIENDS 727-46th Avenue San Francisco
Thursday, September 8	5:15 P.M.	Affirmative Action Task Force
Thursday, September 8	6:00 P.M.	Prison Reform
Thursday, September 15	4:00 P.M.	Legislation Committee
Thursday, September 15	5:15 P.M.	Affirmative Action Task Force
Thursday, September 15	5:15 P.M.	Resource Talent Bank
Thursday, September 15	8:00 P.M.	Minority Outreach Task Force
Friday, September 16	6:30 P.M.	*Celebration/FRIENDS Lake Merced Clubhouse Harding and Skyline
Monday, September 19	4:00 P.M.	Education Committee
Monday, September 19	5:15 P.M.	Self Empowerment Task Force
Tuesday, September 20	5:30 P.M.	Health Committee
Wednesday, September 21	4:30 P.M.	Sexual Assault Network
Wednesday, September 21	5:15 P.M.	Women In Business
Wednesday, September 21	6:00 P.M.	Housing Committee
Monday, September 26	1:30 P.M.	Violent Crimes Against Women
Tuesday, September 27	7:30 P.M.	*Full Commission Meeting Room 282 City Hall

*Unless otherwise stated meeting will be at 50 Fell Street

ALL MEETINGS ARE OPEN TO THE PUBLIC

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CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN
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AGENDA

September 27, 1977
7:30 P.M.
City Hall Room 282

I. Roll Call

II. Minutes of Meeting, August 23, 1977

III. Communications

IV. Committee Reports

4.1 Criminal Justice Committee Report

4.1A Narcisco and Perez Case

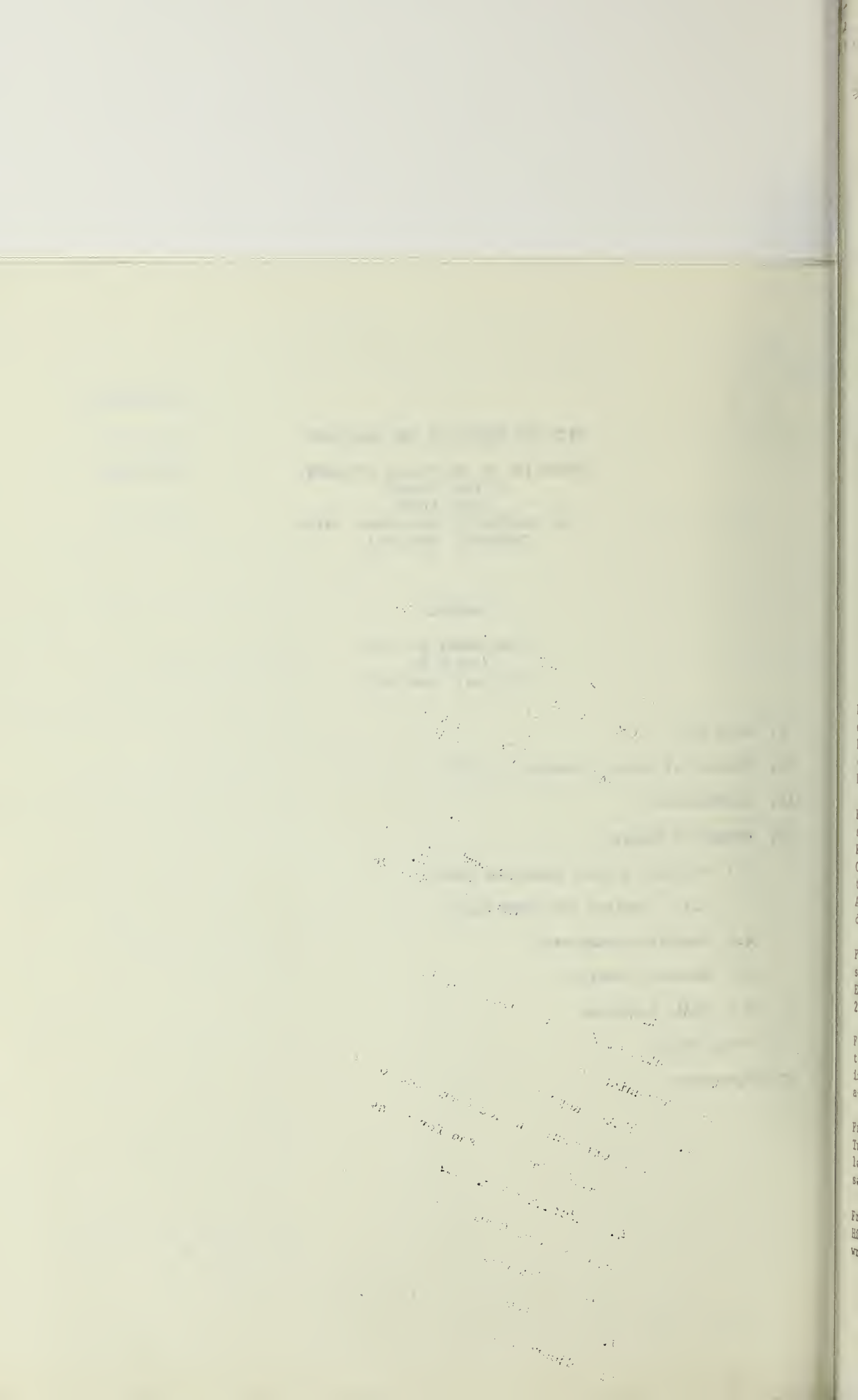
4.2 Education Committee

4.3 Housing Committee

4.4 Media Committee

V. Other Items

VI. Adjournment



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COMMISSION ON THE STATUS OF WOMEN
Minutes of September 27, 1977

Attendance: Horne, Medina, Ouye, Lee, Lame, Martin,

Excused: Watkins, King, Arnold, Rothschild, Caldera.

Correspondence

From: Justine Suafai, Director Women in Apprenticeship Program, Inc., asking the Commission on the Status of Women for support in reference to the Department of Labor's recently published revised regulations dealing with establishing affirmative action goals and timetables for women in construction who may be employed on all federally funded construction projects.

From: Betty Times, Chairperson of Marin County Commission on the Status of Women, supporting positions of the Santa Clara County, Los Angeles County, and Sonoma County Commission regarding due structure of National Association of Commissions for Women.

From: American Association of University Women, California Division will be holding a Forum Saturday, October 29, 1977 at 9:00 a.m. to 3:00 p.m. at Holy Name College, Oakland. "Title IX - Impact on Youth" will be the subject. Forum will commence with background presentation on Title IX, panel discussion, group summary. The Commission moved to endorse the conference.

From: Kathleen Connolly, Coordinator of the Women Organized for Employment, will be distributing free of charge, 1978 Women's Buying Guide. The W.O.E. is requesting the Commissions support by placing an ad in the guide whereby increasing our membership, cliantele and community support. Commissioner Ouye motioned and Commissioner Medina seconded the motion to place a $15 add in the guide. Passed unanimously. Expenses from the Commission's October seminars will determine whether Commission can afford expenses of advertising in guide. This will be determined at the next meeting.

From: Mission Reading Clinic has indicated an adult reading program with a individualized meeting twice a week. Information of facilities and its activities provided.

From: Department of Industrial Relations, California, Apprenticeship Council soliciting our views on the proposed repeal of Section 5 (c) (9) of the California Plan for Equal Opportunity in Apprenticeship. This information is to be submitted in advance of hearing on Friday, October 28, 1977 9:00 a.m. at Holiday Inn, 1101 Shoreway Road, Belmont, California.

From: NCOBD (National Committee to Overturn Bakke Decision) sent brochure asking support to Overturn the Bakke Decision. A presentation was made by Zoe Horner and Roberto Hidalgo from the Mission Committee to overturn the Bakke decision. Commissioner Ouye felt this to be a major issue. Commissioner Ouye motioned to support the coalition to overturn the Bakke decision, seconded by Commissioner Medina and passed unanimously. Also a letter of support to be sent for the National Day of Protest Against the Bakke decision will be sent to the Mission Committee to overturn the Bakke decision.

From: League of Women Voters of San Francisco has written to ask that the Commission send a representative to their coalition to raise monies for ratification of the Equal Rights Amendment. Organizational meeting will be September 26, 1977 at 2752 Vallejo Street, at 7:30 p.m. RSVP 986-0480.

From: Lucie Van Breen Bascom, Co-Coordinator of Bay Area Women's Coalition, announcing that there are various vacancies to local and state boards and commissions. They are interested in developing strategies to appoint more women to these posts. They will advise us to meetings that may occur.

From: Santa Clara Commission on the Status of Women sending a communication from Jean Trapnell a member of the Board of Governors, California Community Colleges asking for letter to be written regarding implementation of requirements that sex-bias and sex-stereotyping in vocational education be eliminated.

From: News release from Publishing Associates, the first Directory of Outstanding Hispanic Women to be published in 1978. Apply for inclusion into directory by writing Publishing Associates, Box 1054, Pacifica, California 94044.

To: Governor Brown asking for his support of SB 91, State funding for shelters for victims of domestic violence.

To: Elizabeth Ent, Chair Santa Clara County Commission on the Status of Women confirming participation at Santa Clara Conference to be held on October 22, 1977.

To: Sally Martinez, Los Angeles County Commission on the Status of Women confirming participation of San Francisco Commission to Los Angeles Commission conference for California Commissions on the Status of Women for the purpose of fostering better communication. Subject to budget considerations.

To: Federal Communications Commission, Mr. Richard E. Wiley, Chair asking that federal regulations should require broadcasters to consult with gay organizations regarding their perspective of community problems since commission supports petition RM 2937 including gay organizations in Ascertainment Primer.

To: Mr. John J. Doherty, Vice President, Pacific Far East Lines regarding nontraditional galley positions for women and their decision to now hire women if qualified. To Mr. W. H. Reich, Vice President, Prudential Lines, same as above and welcoming change of policy and affirmation of equal employment opportunties for women. To Mr. Don Rotan, Marine Cooks and Stewarts regarding galley positions for women on Prudential and Pacific Far East ships. If there are any further problems, the Coordinator will contact them. This issue was successfully resolved by the Commission.

To: Lucille M. Creamer Program Committee confirming endorsement of seminar sponsored by Women for Women Education Center on October 22, 1977. Commissioner Caldera is to participate.

To: Mr. Clarence Kelly, Director of FBI regarding the case of the poisoning deaths in Ann Arbor, Michigan and the accused Filipino nurses. The Bay Area Defense Committee for Narcisco and Perez reported to the Commission that the Filipino Community strongly felt the defendents' race and sex influenced the verdict. The letter further stated that there were a number of irregularities in the trial as the FBI was the prosecutors involved, the Commission requested a response to these charges. To Mr. Ralph B. Gay, Jr. United States Attorney, Michigan, same as Narcisco and Perez. To Ms. Patricia Cruz Silea, Michigans Womens Commission, statomg that there is community support for the Filipino nurses and requesting their stand on this issue.

To: Mr. Joseph Rodriguez, Gestetner Corporation regarding the purchase of a Gestofax. Since the Commission does not have an equipment budget, FRIENDS will do the fundraising. The Commission thanks Mr. Chew who worked with the Commission on this.

To: Ms. Anita Miller, National Association of Commissions for Women, Sacramento requesting support of the alternative membership structure for the National Association of Commissions for Women and the amendments of Article VII of the bylaws.

To: Ms. Sharon Narimatsu Program Coordinator, Hawaii regarding COSW's participation at the convention sponsored by the North Pacific Region of the National Women Studies Association. "Sex Roles, Breaking Away." Our roundtable discussion on October 8, will focus on Title IX.

To: Mr. Gilbert Boreman, Clerk of the Board of Supervisors regarding COSW seeking an exemption from the adoption and promulgation of a conflict of interest code since the commission cannot affect financial interests, sources of income would not seen to be required.

To: Director, Federal Compliance Program commending the settling of goals and timetables in proposed regulations. Commission supports intent of regulations to provide equal access to employment in construction industry but states that the goals are very low.

Criminal Justice Committee

Commissioner Medina introduced Pattie Roberts from the Women's Prison Coalition on State Prison Facilities and Incarceration Alternatives. She is presently Director of the Women's Litigation Unit. Ms. Roberts directed her discussion of Resolution 78 describing its implications and the formation of the california Joint Advisory Committee on State Prison Facilities and Incarceration Alternatives introduced by Assemblyman Boatwright. A history of the bill was presented as background information.

Criminal Justice Council Cont.

Ms. Roberts asked the Commission to endorse the bill. Moreover, the Advisory Committee is to be in charge of issues dealing with alternatives to prison and incarceration and she further asked that the Commission support the application of herself and Ms. Kathey Angel for appointment to the Advisory Committee. Both women have been involved in this issue from the initial introduction of the bill and are active in criminal justice activities.

Commissioner Ouye motioned and Commissioner Medina seconded the Commission endorse Bill 78 and recommend Ms. Roberts and Ms. Angel for appointment to the Joint Advisory Committee. Letters to this effect will be written to Senator James Mills and Leo McCarthy, Speaker of the Assembly. The motion was unanimously passed.

Education Committee

Commissioner Lee reported on a case involving a refusal to reinstate Ms. Grace Perganan as a law student at Hastings. An overview of the case was given by Commissioner Lee. Ms. Perganan, a Filipina, is asking that the Commission support her re-admission. She explained that Hastings has not even sent her a letter of official denial. Her last step is to petition to Dean Anderson. Commissioner Arnold motioned that the Commission send a letter of support to Dean Anderson for reconsideration of Ms. Perganan's case.

Commissioner Ouye discussed that this type of stereotyping of Asian women comes from the administration itself. She further stated that it is important to note that Ms. Perganan intends to return to her Filipino and Latin communities to practice law. Commissioner Ouye further stated that it was important to have minority lawyers in the community with Ms. Perganan's perspective.

Commissioner Ouye suggested that a Commissioner and perhaps a staff member be present as observors along with Grace Perganan to meet with Dean Anderson. Commissioner Ouye volunteered to be the accompanying Commissioner. Motion was seconded by Commissioner Lee and passed unanimously.

Housing Committee

Commissioner Medina reported on the meeting of September 21. Twelve members were present. Recommendations were made as to the particular issues to be dealt with and brought up to the Board of Supervisors. Of particular importance is the Home Ownership Loan Program. It will be worked on at their next meeting on October 19. At that time there will be emphasis placed on establishing direct projects to be focused on.

Health Committee

Commissioner Ouye stated the committee was concerned in dealing with mental health along with physical health. This will involve communication with LA RAZA, Chinatown and San Francisco General Hospital in terms of services offered to women. The next meeting will focus on more concrete issues.

Suit is being brought up against General Foods (Post Cereals) for its sugar content in cereals (50% and over) and in its advertising of the sugar. The Commission must first establish a policy for dealing with law suits before it can formulate a position on this issue.

A Women's Health Fair is to be organized to coordinate women's alternative and traditional health problems. The Commission's support of this fair will be asked at a later date.

Media Committee

Commissioner Horne reported that the committee meets the first Tuesday of each month. The next meeting is to be held on October 4, 1977 at 5:15 p.m. The function is to serve as public relations for the Commission. Also it is to uphold the women's image in the media. Commissioner Arnold requested each committee send a representative to attend these meetings to give input or to send information in lieu of attendance of calendar of events or issues it needs publicized. It should be mailed beweekly to Coordinator Heller. This information will also be translated into other languages. Next meeting will entail the recruitment of new members.

COMMISSION ON THE STATUS OF WOMEN
Minutes of September 27, 1977

Resource Talent Bank

Commissioner Horne reported on the Talent Bank in Commissioner King's absence. She stated that the San Francisco Foundation would not fund government funded organizations. The Columbia Foundation is to inform the Commission as to this matter at the end of October.

Self-Empowerment Task Force

Commissioner Horne reported reservations have been coming in.

Other Business

Commissioner Ouye stated there was to be a radio program on Sunday, October 2, that included speakers Commissioner Ouye, and staff member Lydia San Filippo. It will be on NBC radio for INTERCOM. KNBR - AM 68 8:30 p.m. and KYUU - FM 99.7 8:00 a.m.

Mission Community Meeting

Commissioner Medina spoke about the next Commission meeting to be held on Tuesday, October 11, 1977 at Mission United Presbyterian Church. A press release and flyers have been sent out.

There has been media consideration that KQED would like to tape the meeting. Commissioner Medina motioned that the Commission adopt the policy that if anyone objects to being taped at the Commission meeting, after the announcement has been made, they may do so. Motion seconded by Commissioner Ouye and unanimously passed.

Administrative Committee

1. Coordinator Heller reported on suggested funding priorities for FRIENDS for the 1977-78 fiscal year.

- Gestofax machine
- Health benefits for CETA staff members
- Other equipment, i.e., electric typewriters and an addressograph
- Talent Bank part-time staff person ($6,000 if not funded by foundations)
- Additional phone service due to increased staff and interns (one more line and two more instruments)

The priorities were unanimously adopted and will be presented to FRIENDS at their next meeting on October 5.

2. Commissioner Ouye discussed the need for better communication with the Local 400 and the steps she had taken. She will be attending additional Local 400 meetings at which she intends to bring back to the Commission details of affirmative action proposals. Coordinator Heller further noted the Commission work currently being done on salary standardization and the adverse impact on women, an issue of great concern to Local 400.

3. Revision of Section IV of Staff Grievance Procedure.
Because of the Mayor's clarification of the Brown Act. Section IV is to be changed as follows. The change was unanimously endorsed. "If the Administrative Committee's written report is adopted by majority vote at the next Commission meeting, there will be no further action. If the report is not adopted then, the Commission shall set a date for a special meeting for the specific purpose of resolving the personnel matter. The hearing will be closed, unless the employee specifically requests an open session."

4. The questionnaire was also introduced regarding the number of absences to be allowed per calendar year by Commissioners, the request for names of persons to be invited to the Mission community meeting, a request for input on priorities of the Commission for next calendar year as well as a statement of priorities of each committee, and input on intern needs.

COMMISSION ON THE STATUS OF WOMEN
Minutes of September 27, 1977

Coordinator Heller introduced new staff member Elizabeth Marenco, program specialist, and stated that Grace Bautista is the new clerical staffperson.

The next full Commission meeting will be Tuesday, October 11, 1977 at Mission United Presbyterian Church, 3261 - 23rd Street, at 7:30.

The Meeting was adjourned at 9:45 p.m.

EM/gb

COMMISSION ON THE STATUS OF WOMEN
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AGENDA

October 11, 1977
7:30 P. M.

*Mission United Church
3261 - 23rd St.
San Francisco, California

I. Roll Call

II. Opening Remarks - Commissioner Maria Caldera

III. Introduction of Commissioners and Staff - Commissioner Caldera

IV. Overview of the Commission - Commissioner Lilia Medina

V. Correspondence

VI. Presentation by Organizations or Individuals - Commissioner Medina
(Sign-up sheet available)

VII. Summary of Community Forum

VIII. Commission Business
-Administrative Committee Report
-Minority Outreach Task Force Report
-Commission position on Narcisco and Perez, Filipina nurse case
-Focus of Media and Public Relations Committee

IX. Adjournment

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*This is the second in a series of three community meetings.
The next one will be held in the Western Addition at 1830 Sutter St., S.F.

City and County of San Francisco

COMMISSION ON THE STATUS OF WOMEN
50 Fell Street
First Floor
San Francisco, California 94102

IST OF COMMITTEE MEETINGS IN OCTOBER

t. 1	Saturday	9:30 a.m.	Time Management for the Working Woman (seminar) 33 Gough St.
t. 4	Tuesday	5:15 p.m.	Media & Public Information
t. 5	Wednesday	4:00 p.m.	Administrative Committee
t. 5	Wednesday	6:00 p.m.	FRIENDS
t. 6	Thursday	4:00 p.m.	Legislation Committee
t. 6	Thursday	5:15 p.m.	Affirmative Action Task Force
t. 8	Saturday	9:30 a.m.	A Part of All You Earn is Yours To Keep (seminar) Lurie Rm, Main Library
t. 11	Tuesday	7:30 p.m.	Full Commission Meeting, United Presbyterian Church, 3261 - 23rd St.
t. 15	Saturday	9:30 a.m.	Surviving the Career Climg (seminar)
t. 17	Monday	5:00 p.m.	Education Committee
t. 17	Monday	5:15 p.m.	Self-Empowerment Task Force
t. 18	Tuesday	6:00 p.m.	FRIENDS
t. 19	Wednesday	5:30 p.m.	Housing Committee
t. 19	Wednesday	4:30 p.m.	Sexual Assault Network 1207 Van Ness Avenue
t. 20	Thursday	4:00 p.m.	Legislative Committee
t. 20	Thursday	5:15 p.m.	Affirmative Action Task Force
t. 25	Tuesday	7:30 p.m.	Full Commission Meeting, City Hall, Room 282
t. 26	Wednesday	5:30 p.m.	Minority Outreach Task Force
t. 27	Thursday	5:15 p.m.	Resource Talent Bank Task Force
t. 31	Monday	1:30 p.m.	Violent Crimes Against Women
BE ANNOUNCED			Health Committee
BE ANNOUNCED			Childcare Committee

Unless otherwise noted, Committees will meet at 50 Fell St.

MEETINGS ARE OPEN TO THE PUBLIC

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COMMISSION ON THE STATUS OF WOMEN
Community Mission District Meeting
Minutes of October 11, 1977

ATTENDANCE

Martin, Caldera, Arnold, King, Lee, Medina, Ouye, Rothschild, Watkins.

EXCUSED

Horne, Lamé

CORRECTION OF MINUTES MEETINGS OF AUGUST 23rd and SEPTEMBER 27th

Minutes of Commission meeting August 23, 1977
Approved.
Minutes of Commission meeting September 27, 1977

Corrections: Page 4 "San Francisco Foundation" changed to "Gerbode Foundation"

Page 3 "endorse Bill 78" deleted

Minutes stand approved as corrected.

CORRESPONDENCE

From: Commission on the Status of Women in Santa Cruz. They will be holding a conference in Santa Cruz on October 22 for Commissioners and staff concerning needs of local Commissions, by-law structures, and achievements.

From: Nick Carpenter, President of the Pacifica Democrats requesting the Commission send a Commissioner to their meeting of January 21, 1978 in order to help organize a new COSW organization in San Mateo County.

From: Mary Helen Roberts from the Washington State Women's Council asking for campaign contributions to campaign for a State Women's Commission to be established. The voters will decide this at the November 8 election. Thirty thousand dollars must be raised for a media campaign for in targeted areas. For Yes on Referendum 40. Staffperson Elizabeth Marenco will be taking names of contributors.

From: Linda Younger of the Western States Shelter Network announcing the next network conference to be held on October 14, 15, and 16 in Ashland, Oregon. Agenda was enclosed.

From: Arsen S. Marsoobian, Deputy Chief Adminstrative Officer, Fresno City Hall stating that Fresno County has established a COSW and requesting information of us and various commissions throughout the state.

From: Judy Coulter of the Northern California I.W.Y. announcing formation of the Northern California International Womens Year Support Coalition. They are mobilizing the government sponsored IWY Conference in Houston for November 18 through 21, 1977. They welcome any interviews or articles on the IWY conference that can be sent. Fund raising meetings meet every Tuesday at YWCA Western Addition, 1830 Sutter Street, S.F. CA. 7:00 p.m.

From: S.F. COSW announcing the third and final seminar in the three part series entitled "Surviving the Career Climb" to be held on Saturday, October 15, 1977, 9:30 - 3:00 at 50 Fell Street. The seminar instructor will be Kandra Driggs, M.S. President of Communication Perspectives. A $5 donation required at the door.

From: U.S. Department of Labor, Alexis Herman, Womens Bureau Director announcing the exhibit of the work and programs of the Commissions held in the Department of Labor Library, May 16. The Womens Bureau has also decided to make the Library a central repository for Commission files. They are asking Commissions to send copies of reports, publications, and newsletters to the Bureau. Roster of Commissions was also enclosed.

From: Assemblyman Art Agnos sent a fact sheet on AB 1070 which will allow low and moderate elderly homeowners over the age of 62 to postpone the payment of all property taxes if they so choose. Back taxes would be paid from the profits made when property is sold or transferred to new owners. Copies of this bill to be sent to Commissioners Rothschild and Medina.

COMMISSION ON THE STATUS OF WOMEN
Mission Community Meeting
Minutes of October 11, 1977

CORRESPONDENCE (CONT)

From: Dr. Carlotta Herman Mellon, State of California Governors Office thanking the Commission for its endorsement of the appointment of Ruth Gordon to the State Board of Registration for Professional Engineers.

To: Kate Quick, Alameda COSW; Drue Gensler, Marin COSW; Sue Smith, Sonoma COSW; Kay Curry, S.F. COSW and Rina Rosenberg, Santa Clara COSW, speakers at the roundtable at Laney College announcing Kay Curry to be the moderator of roundtable.

To: Marvin Anderson, Dean of Hastings College of Law regarding Mary Grace Perganan's readmission into Hastings College of Law. Commission appeal for a rehearing to reconsider opening the case for readmission. Asking for a meeting with Dean Anderson, Grace Perganan, 1 Commissioner and 1 staff member as observers. Commissioner Ouye suggested a meeting be set up with the Dean even though the Dean states it's out of his jurisdiction to reverse committees decision.

To: Zoe Horner and Roberto Hidalgo of the Mission Committe to Overturn the Bakke Decision confirming the position of the COSW to overturn the Bakke decision and supporting the National Day of Protest on October 8, 1977. Commissioner Ouye stated that the Asian Community was put in a difficult position regarding the Bakke decision as the Justice Department does not consider the Asian Community as a minority.

To: Honorable James Mills, State Senate recommending that Ms. Pattie Roberts and Kathey Angel be considered for appointment to the Joint Advisory Committee on the State Prison Facilities and Incarceration Alternatives.

To: Honorable Leo McCarthy, same as above.

To: Judith Teichman, Deputy City Attorney regarding the ineligibility status of an applicant, Ms. Min Paek because CETA has declared Ms. Paek ineligible under their guidelines. Ms. Paek has been separated from her husband since May1, 1977 and she filed for divorce on August 29, 1977. CETA took Ms. Paek's date of filing for divorce rather than the date of separation and this did not constitute the necessary 15 weeks of no income. An affidavit has been signed by her husband stating he has not contributed towards her support from May 1977 to present. We feel that this is an important issue of the individuals right of conducting an independent and constructive life. The Korean Community Service Center is holding this position open pending a favorable outcome of decision which would deem Ms. Paek eligible for the CETA position.

OPENING REMARKS FOR MISSION COMMUNITY MEETING

Chairperson Del Martin welcomed everyone to the Mission District Community Meeting. Chairperson Martin turned the meeting over to Vice-Chair Caldera who also added her welcome in both Spanish and English. Commissioner Caldera introduced the Commissioners and staff to the public.

Commissioner Medina greeted the community and emphasized the importance of ethnic participation in meetings of the community to discuss their issues. Commissioner Medina also gave a brief history and background of the Commission stating its purpose of working for fair opportunities for women and children.

SPEAKER PRESENTATION

Tom Kim, Korean Community Service Center, 3136 Fulton Street, San Francisco, CA
CETA - Min Paek Case: Mr. Kim gave an overview of the Min Paek case and stated that the next step on to appeal directly to the U.S. Department of Labor Solicitor. (see correspondence) The impact of the issue, of individuals right of conducting an independent and constructive life regardless of marital status is in question. Continuing our support of this issue, Commissioner Ouye motioned that a letter of strong support to resolve this matter in favor of Min Paek be sent to the Federal Solicitor at the Department of Labor. It was seconded by Commissioner Caldera and unanimously passed. Mr. Kim thanked the Commission for being so responsive to this important issue.

COMMISSION ON THE STATUS OF WOMEN
Mission Community Meeting
Minutes of October 11, 1977

SPEAKER PRESENTATION (CONT)

Priscilla Alexander, International Women's Year Northern California Support Coalition and COYOTE, 3821 Army Street, San Francisco, CA 94131: Ms. Alexander discussed raising funds to send women to the IWY Conference in Houston, Texas in November on the 18 -21. The conference will be supporting ERA Amendment and rights to abortion, gay rights, childcare center, disabled and third world people and fight against forced sterilization. Its interest is to support and lobby for resolutions to gain support of Congress, Ten thousand dollars is needed and she cited fundraising events such as, October 15, Bye Bye Barbagelata Boogie at California Hall, and October 29, Womens' Dance Bethany Community Center.

COYOTE has been concerning itself with fighting discrimination towards prostitution to change laws especially dealing with juvenile prostitution alternative suggestions mentioned: 1) school needs 2) sex education 3) halfway houses 4) recreational facilities 5) literacy programs 6) tutorial programs and bilingual programs. Ms. Alexander pointed out that prostitution is usually a result of economic problems. COYOTE will be sending a representative to the Criminal Justice Committee meetings to discuss this problem.

Berta Ramona Thayer, Public Advocates, 433 Turk Street, San Francisco, CA
Ms. Thayer gave an overview of the inadequate lack of promotional hiring of police to the minority communities. She discussed the case of Officers for Justice vs. City and County of San Francisco. This suit was filed in 1973. Witnesses or signed affidavits are needed to show instances where the police have been outright negligent in dealing with police calls in the homes of the minority communities. Persons who do not want to go to court may sign an affidavit. Protective orders will be passed for those people who are afraid of harassment. It was further pointed out that police service level is far below need of society in relation to taxes paid. Commissioner Caldera invited Berta Ramona Thayer to the Employment Task Force meeting to help handle this problem.

Jean Crosby, San Francisco Women Center, 63 Brady Street, San Francisco, CA
The center in concerning itself with establishing a Center for Alcoholic Women and their children. It will be a residential center. Two CETA positions will be made available to start it. This should be out on the agenda of the Housing Committee.

Jermila Aquino, Paris 12 Col. Juarez, Mexico, D.F., Ms. Aquino is visiting from Mexico, She voiced her agreement with the plight facing women all over the world. Ms. Alarcon served as her interpreter.

Mary Foran, Coalition on the Medical Rights of Women, 4079A - 24th Street, S.F. 94114
Ms. Foran gave a quick overview of the Coalition. The issues discussed were regulations concerning consent of sterilization. The Commission has been working with the Coalition regarding regulations of sterilization. A hearing has been set for Thursday, October 13 to allow the Coalition to intervene in the lawsuit with the California Medical Association. The Health Committee will be working with Mary Foran. Abortion funding and reproduction rights of everyone was discussed. The next meeting of the Coalition will be Thursday, October 20, 1977 at 362 Capp Street. Coordinator Susan Heller stated that the Commisssion has gone on record and will continue its work on these issues.

Trudy Monzon Titus, Childcare Switchboard, 3806 - 24th Street, S.F. CA
Ms. Titus discussed a breakdown of the Childcare services that are offered. They include the Family Day Care Project, Technical and Public Assistance and Toy Center. Also there is "Single Parent Resource Center Rap Group". Donation of toys are accepted.

Mr. David Poland, Defense Committee for Narcisco & Perez, c/o Glide Church, 330 Ellis St. S.F.
He updated the Narcisco & Perez Nurse case. A postponement to hear a motion for a retrial has been set for November 2, Mr. Poland asked for the Commission's support of Narcisco & Perez for the right of retrial because of lack of eye witnesses, and the prosecution's reliance and circumstantial evidence. Commissioner Watkins motioned that the Commission write the judge to hear a motion for a retrial and that they be released on

COMMISSION ON THE STATUS OF WOMEN
Mission Community Meeting
Minutes of October 11, 1977

SPEAKER PRESENTATION (CONT)

Mr. David Poland (cont)
bail from prison. Seconded by Commissioner Ouye. Support of defendents has generated 100,000 petition signatures which have been of great influence. Passed 7-1 with Commissioner Rothschild's . . Mr. Poland asked that the public write personal letters of support. These letters can be sent to the headquarters at Glide Church.

Commissioner Caldera thanked everyone for their participation and invited the public to the next community meeting to be held in the Western Addition, 1830 Sutter Street, S.F. on November 15, at 7:30 pm.

COMMISSION BUSINESS

Committee Reports

Minority Outreach Task Force, reporting on the Task Force, Commissioner Ouye suggested the following policies: a) all Commission activity announcements will go out in as many languages as possible, b) Task Froce is working on a leaflet regarding Commission to go out concerning interests of minority women. A rough draft to be presented at next meeting. Commissioner Ouye motioned for support of the forces suggested policy.

There was discussion as to the responsiblity of translation budget feasability, and coordination prior to sending to the community. Commissioner Watkins suggested that various people involved in commission activities also take some responsibility in translating leaflet. Motion unanimously passed by Commission.

Media & Public Relations, Commissioner Arnold reported that the October 7 meeting met with good response. Guidelines and issues were recaped as to the Commission's publicity, and coordination of programs. The first initial project for community outreach will be Public Relations on "Women's Images" a look to the 80's advertising. Commissioner Medina suggested that there be a vehicle to portray and depict the ongoing history of feminism to be established.

Commissioner King suggested the Commission brochure be updated. The Media & Special Projects Committees will work together on this project.

Friends of the Commission, Commissioner Martin reported on the discussion of the priorities of funding that was presented to the Friends of the Commission. Funding priority will be discussed at further meetings.

Administrative Committee,
- Policy of lawsuits: Action will be taken on a case by case basis.
- Number of Meetings: It was discussed that 2 commission meetings per month is too many in relation to the other meetings that must be attended. Commissioner Medina suggested 1 meeting a month and 8 community meetings be adopted. Co-ordinator Heller reminded the Commissioners that community meetings required cooperation of other work by staff. Also community meetings would not be feasible in reference to staff time or Commission budget.

Commissioner Ouye stated that the policy of commitment ot the Commission would not lessen if there was 1 meeting a month with 5 community meetings. Commissioner King favors the committees getting more involved in ways of reaching out, i.e., workshops, hearings, etc. committees should be more productive with their time. With the committee composite report submitted to Commissioner there will be no loss of information. Commissioner Rothschild stated there would not be proper handling of Commission work with 1 meeting a month and that Commission commitment would be cut down. He spoke in favor of retention of the policy of having 2 meetings a month.

Commissioner Ouye motioned that the commission hold 1 regularly scheduled monthly meeting with 5 community meetings. Motion seconded by Commissioner King. Motion passed by a vote of 7-1. Commissioners Martin and Rothschild opposed. This will begin January 1978.

COMMISSION ON THE STATUS OF WOMEN
Mission Community Meeting
Minutes of October 11, 1977

Absence Policy

A clarification was made that absences to meetings apply to any 12 month period rather than year period. Commissioner Ouye motioned that 5 absences be permitted per any 12 month period. Commissioner Ouye pointed out that a realistic alternative had to be reached concerning the change of the unenforceable ordinance.

After discussion Commission Ouye amended the motion to read, Commissioners may miss not more than 24% of regularly scheduled meetings in a 12 month period for whatever reasons. The motion passed 6-3 with Commissioners Watkins, Caldera and Arnold dissenting This will require a change in the Ordinance.

Coordinator's Report

Coordinator Heller reported on Supervisor Feinstein's support of ordinance on non-discrimination in property contracts. Exemption of organizations using city facitilities for less than 29 days would eliminate compliance with ordinance. Commissioner Medina and Rothschild stated they would attend committee meeting on Thursday to argue against the ordinance.

Special thanks was to Lydia San Filippo for her work in planning the community meeting and Jim Gonzales who handled the children.

Meeting adjourned at 11:10 pm.

EM/gb

PROCEEDS TO THE RATIFICATION OF THE EQUAL RIGHTS AMENDMENT

RUN

"a race against time"

all welcome

prizes

raffle

WHEN: December 3, 1977
WHERE: Golden Gate Park, San Francisco
Polo Field, South side parking lot
TIME: 10 a.m., registration at 9 a.m.
COURSE: #1. Polo Field Track for 1 mile
#2. Polo Field Loop for 3.1 and 6.2 miles (South Drive to Transverse Drive to Kennedy Drive and return)
REGISTRATION: $4.00 (includes a raffle ticket)

AGE GROUPS:		
	Child	Up to 12 years
	Junior	12 - 16 years Girls & Boys
	Open	16 - 39 years Women & Men
	Master	40+ Women & Men

*FREE T-SHIRTS TO 1ST 50 MALE & 50 FEMALE FINISHERS IN 3.1 AND 6.2 MILE RACES**
*RIBBONS TO ALL 1 MILERS AND CHILDREN**

SEE REVERSE SIDE FOR MORE DETAILS

sponsored by league of women voters of san francisco

ENTRY FORM

In consideration of your accepting this entry, I, intending to be legally bound, hereby for myself, my heirs, executors and administrators, waive and release any and all rights and claims for damages I may accrue against the League of Women Voters of San Francisco, and all of its employees, agents or representatives, the City and County of San Francisco, or their representatives, successors and assigns, and any and all sponsoring organizations, or individuals, for any and all injuries or damages suffered by me at the San Francisco League of Women Voters "Race Against Time" or enroute to or from said event. I certify to the best of my knowledge, my training and health are adequate for me to safely participate in this long-distance run. I understand the course is somewhat hilly over varying terrain and surfaces and at times exposed to vehicular traffic. I have read the above statement, I understand it, and my signature confirms its full acceptance.

Signature_____Date_____
(parent or guardian if under 18 years)

Name (please print)_____Phone#_____
(last) (first) (mi)

Address_____City_____

Age_____ Circle One:

Master Women	Master Men
Open Women	Open Men
Junior Women	Junior Men
Child Girl	Child Boy

Mail and Make check payable to:

LEAGUE OF WOMEN VOTERS OF SAN FRANCISCO
12 GEARY STREET #605
SAN FRANCISCO, CALIFORNIA 94108

☐ I AM NOT INTERESTED IN RUNNING BUT HERE IS MY CHECK TO SUPPORT THE Equal Rights Amendment FUND

PROCEEDS TO THE RATIFICATION OF THE EQUAL RIGHTS AMENDMENT

WOMEN'S LITIGATION UNIT

UNDER ATTACK

THREAT TO LEGAL SERVICES FOR LOW-INCOME WOMEN

THE WOMEN'S LITIGATION UNIT (WLU) IS A SPECIALIZED UNIT OF SAN FRANCISCO NEIGHBORHOOD LEGAL ASSISTANCE FOUNDATION (SFNLAF), CREATED TO REPRESENT LOW-INCOME WOMEN AND COMMUNITY GROUPS IN THEIR FIGHT AGAINST SEX DISCRIMINATION. THE UNIT IS UNDER SERIOUS ATTACK WITH THE VERY REAL THREAT OF BEING DISCONTINUED IN THREE MONTHS.

In the almost 4 years of its existence, the WLU has faced an essentially indifferent, and at times outright hostile, administration. The newest effort at eliminating the WLU comes in the form of a budget proposal by SFNLAF's executive director, Hiram Smith, which is geared towards saving funds in 1978 to increase salaries, mostly for management which is already paid at a significantly higher level than other SFNLAF staff. The proposal recommends the axing of the WLU, as well as cutting other staff, including one other woman attorney who has expressed her criticisms of SFNLAF's mismanagement.

E ARE JOINING WITH OTHER SFNLAF STAFF TO OPPOSE ALL CUTBACKS IN SERVICE AND ERSONNEL. THE COMMUNITY WILL BE HURT, IN PARTICULAR THE WOMEN'S COMMUNITY. WE NEED YOUR HELP!

he attempted elimination of the WLU coincides in time with increasing attacks hroughout the country on the ERA, Affirmative Action programs, special studies rograms, and on social service programs, such as child care and health care. t also comes at a time of increasing mobilization against the rights of gay eople, especially teachers and lesbian mothers. The WLU is a vigorous advocate for childcare, healthcare, employment, reproductive rights, lesbian ights, improving conditions in jail and prison, and other struggles of low-ncome women. The elimination of the WLU must be seen as a witting or un-tting joining of forces with the reactionary trend in the country to cut ack on any of the gains made in these areas.

HE WOMEN'S LITIGATION UNIT IS THE ONLY PLACE WHERE LOW-INCOME WOMEN IN S.F. AN GO FOR FREE LEGAL HELP FOR SEX DISCRIMINATION PROBLEMS, AND IN FACT WE RE THE ONLY LEGAL AID OFFICE OF THIS TYPE IN THE ENTIRE U.S.

WHAT YOU CAN DO TO HELP SAVE THE WOMEN'S LITIGATION UNIT:

JOIN OUR SUPPORT COMMITTEE. CALL US AT 626-3819 FOR MORE INFORMATION.
WRITE SUPPORT LETTERS AND SEND THEM TO:

HIRAM SMITH, EXECUTIVE DIRECTOR
SAN FRANCISCO NEIGHBORHOOD LEGAL ASSISTANCE FOUNDATION
1095 MARKET ST., ROOM 311
SAN FRANCISCO, CA 94103

PLEASE SEND A COPY OF YOUR LETTER TO US:
WOMEN'S LITIGATION UNIT
S.F.N.L.A.F.
1095 MARKET ST., ROOM 416
SAN FRANCISCO, CA 94103

THANK YOU FOR YOUR SUPPORT.

or donated

City and County of San Francisco

COMMISSION ON THE STATUS OF WOMEN
50 FELL STREET
First Floor
San Francisco, California 94102
Telephone 558-3653

A G E N D A

October 25, 1977
7:30 PM
City Hall, Rm. 282

I. Status of the Women's Litigation Unit

II. Report from the Santa Cruz Conference

III. Local Development Company-Loan packaging for women (Beryl Feinglass)

IV. IWY Progress Report

V. Committee Reports:

*- LEGISLATION: Commissioner Tony Rothschild

AB 2075 - Rape by Juveniles
AB 2063 - Cut-off Medi-cal benefits for abortion
AB 1960 - Pregnancy/Employment
AB 208 - Employment/Civil Actions
AB 1915, 1916, 1917 - Employment/FEPC Procedures
AB 1058 - Child Abuse/Social Services
AB 1596 - Child Abuse/Law Enforcement
AB 1192 - Child Abuse/Law Enforcement
AB 1896 - Midwife Certification
AB 785 - Equal Pay
Federal Domestic Violence Bills

* These bills shall be considered at one or more of the following three Commission meetings, October 25, November 15, and November 29. Call Elizabeth Marenco at the Commission office on the Friday prior to each meeting for specific bills to be considered.

--SPECIAL PROJECTS: Commissioner Nikki King

a. Resource Talent Bank Conference
b. Evaluation of Self-Empowerment Workshops

--MEDIA & PUBLIC RELATIONS: Commissioners Lori Horne & Kathleen Arnold

Media and IWY Coverage

--EMPLOYMENT: Commissioner Maria Caldera

Status of Salary Standardization Project

Because of Election Day, the November Commission Meeting schedule has been changed. The November 15, meeting will be at the Y.W.C.A., 1380 Sutter Street, and the November 29, meeting will be at City Hall.

EM/gb/jh

SF
S65
#2
10-25-77

CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN
50 FELL STREET
FIRST FLOOR
SAN FRANCISCO, CALIFORNIA 94102
TELEPHONE 558-3653

COMMISSION ON THE STATUS OF WOMEN
MINUTES OF OCTOBER 25, 1977

ATTENDANCE

Martin, Lee, Medina, Horne, King, Rothschild, Lamé, and Watkins

EXCUSED

Caldera, Ouye, and Arnold

CORRECTION OF MINUTES OF OCTOBER 11, 1977

Page 4 - FRIENDS of the Commission. Insert a second sentence to read "FRIENDS accepted the funding priorities but not necessarily in the order presented."

CORRESPONDENCE

FROM: Carol Wilder, Visitor Program Service, announcing that the Department of State will be having fifteen Latin American Women participating in the International Visitor Program. They will participate in the National Women's Conference in Houstonon November 18 to 21, 1977. A panel discussion will be held at 135 Van Ness in the Board Room. A reception will follow the panel discussion at the Commission office. The discussion and the reception both will be on November 10th. Commissioner Medina moved that the Commission co-sponsor the reception. Commissioner King seconded it and it passed unanimously. The IWY delegates and support coalition also will be invited Commissioner Medina offered her assistance.

FROM: Coalition for the Medical Rights of Women, requesting letter of endorsement from the the Commission. The Coalition and its goals in reference to being a resource of information for women on health, recognition that Coalition is a force in changing health standards for women and their support to change regulations or forced sterilization.

FROM: Marvin J. Anderson, Dean of Hasting College of Law, acknowledging letter sent regarding the readmission of Mary Grace Purganan to Hastings. He stated he does not have the authority to overrule the decision of the Committee on Disqualified Students. He however will meet to discuss the matter further.

FROM: Christine Minnehan, Western Center of Law and Poverty, announcing the State Department of Benefit Payments will have a public hearing in San Diego on October 25, 1977 beginning at 10:00 a.m. in the State Office Building Auditorium, 1350 Front Street. The proposed revisions of the Child Support Cooperation Regulations have been placed on the agenda. A request was made to testify in San Diego or to supply written testimony of abuses. Those working on the issue want to establish a standardized practice concerning paternity questionnaires where a woman does not have to feel coerced to give information or fear retaliation. Coordinator Heller will do research on what is being done in San Francisco on this issue and will report on it at next meeting.

FROM: Margaret R. Cooke, Acting Director of Michigan Woman's Commission, stating that they have not taken a position on the Narcisco and Perez nurse case as they do not become involved in criminal proceedings. If any additional information is to be available on the case it will be sent to our commission.

FROM: Bay Area Women's Coalition, announcing that there will be a fundraiser honoring Supervisor Jane McKaskle Murphy on Thursday, November 3rd from 5:30 to 7:30 p.m. at 490 Belvedere Street in San Francisco ; five dollar donation.

FROM: Jeanne Jullion and Linda Gill Defense Committee, announcing preliminaries to from A Women Fight Back Network which will link groups doing womens work across the state. Also the WFBN is planning a demonstration in Sacramento during International Womens Week on March 4 and 5 in Sacramento. A questionnaire will be sent to all Commissioners.

TO: Honorable Judge Phillip Prat of Federal District Court, Detroit, Michigan, RE: Narcisco and Perez Case stating Commission support of the right of retrial because of lack of evidence. Also Commission asked that Narcisco and Perez be released on bail as soon as possible.

TO: Mr. D. W. Teehan, Regional Solicitor, Department of Labor, in reference to the Min Paek case. Commission asked for favorable response to this matter. A packet containing all the pertinent information was also enclosed.

TO: Marvin Anderson, Dean of Hastings College of Law, regarding Mary Grace Purganan requesting an appointment. Representatives of the Commission will accompany Grace Purganan to this meeting.

TO: Supervisor Peter Tamaras, Board of Supervisors, RE: File 320-77 Ordinance on non-discrimination in property contracts. The Commission on the Status of Women along with the Human Rights Commission requesting that the hearing regarding the amendment to this ordinance be put over until the next meeting in order to research and review this in depth.

WOMEN'S LITIGATION UNIT PRESENTATION

Michelle Murphy came as a representative of the Women's Litigation Unit giving an overview of the history and their work. The Women's Litigation Unit provides free legal assistance to low income San Francisco women who have been discriminated against on the basis of sex. The unit has existed since February 1974. They are the only Legal Services funded office in this country. The administration of San Francisco Neighborhood Legal Assistance Foundation (SFNLAF) has threatened the Women's Litigation Unit with defunding. She noted that the Commission has supported the unit in the past. The unit has been recently under attack with administration charging the unit with not providing direct services to those who fall under the federal poverty guidelines. Ms. Murphy stated that the problem is that the Unit has not adequately documented its caseloads. In addition, there is a question as to the fact that many other people in SFNLAF Neighborhood Office who might lose their jobs who are women attorneys. If the budget is approved in Washington the Women's Litigation Unit will be abolished. Ms. Murphy is asking for a letter of support of the Women's Litigation Unit as a much needed legal service, urging Al Moreno, Regional Director of Legal Services and Tom Erlich, Head of Legal Services Washington, D.C. not to adopt the proposal budget presented by Hiram Smith, Executive Director of the San Francisco Neighborhood Legal Assistance Foundation. Commissioner Watkins motioned that the Commission send the letters of support. The motion was seconded by Commissioner Medina and unanimously passed. As a result of the Board meeting, the Women's Litigation Unit will be retained.

SANTA CRUZ CONFERENCE REPORT

Commissioner Martin reported that on October 22, Northern California Commissions on the Status of Women met in Santa Cruz to discuss the need for a communications network and mechanics of implementation among local commissions. The next conference will be held in March 1978 and will be sponsored by the Marin & Sonoma Commissions. This conference will focus on what local commissions are doing on specific issues.

The National Association of Commissions tabled the request to reduce dues from $200.00 to $5.00 per commissioner. This proposed dues structure was initiated by local California Commissions to facilitate participation in the National organization. The Northern California Commissions represented in Santa Cruz were disappointed in the Boards action.

Coordinator Heller reported that the Alameda Commission will be starting a project Data Bank to keep local Commissions abreast of activities. Our Commission in conjuntion with the Sonoma Commission will initially put together a brief inter-Commission newsletter focusing on project packets, needs of individual commissions, publication, seminars, and events.

LOCAL DEVELOPMENT CORPORATION (LCD)

Beryl Feinglass discussed the goals of Women in Business meeting of October 18. This Task Force has a 2 point plan to help women in business: 1) Establishment of a Loan Development Corporation to obtain a loan to expand existing businesses, technical assistance, generate loans, and identification of business opportunities. The committee is soliciting 25 members from Alameda and San Francisco counties of interested men and women. This will be a non-profit organization. There will be 7 directors of this corporation. 2) A workshop emphasizing basic skills and information and resources in dealing with starting a new business has been tentatively scheduled for Saturday, January 28th, 1978. Resumes and financial statements will be brought to the next meeting. A speaker from another LDC will also speak at the meeting. Commissioner King commended Beryl Feinglass for her work with the Commission.

INTERNATIONAL WOMEN'S YEAR PROGRESS REPORT

Media in San Francisco failed to cover the California IWY meeting in Los Angeles in June. Since the Houston Conference is the first National gathering of women since 1848, the women's community strongly feels that media should provide in-depth coverage. The Board of Supervisors

unanimously approved a resolution emphasizing the importance of the event and urged the media to publicize the Houston conference. The Commission unanimously voted to do likewise. In addition, Commissioner Horne will try to arrange KMY programming of KPFA, KNEW and the Cecil Williams Show.

WESTERN ADDITION COMMUNITY MEETING

Commissioner Watkins reported that invitations are still being made for the community meeting to be held on November 15th. Names were requested of Commissioners as to people they know in the Western Addition area, who should be invited to the meeting. On October 31st a tapping will be held at the KNBR radio station. Commissioners Watkins, Arnold, Ouye, and Dr. Smallwood will be speaking on the Commission Western Addition Community Meeting.

COMMITTEE REPORTS

LEGISLATIVE MATTER - Commissioner Rothschild reported that at the last meeting, the membership was at its largest. The Commission agenda will now reflect the bills that will be reported as a series of meetings. The Commission office should be contacted for specific bills to be considered for each meeting. Commissioner Watkins suggested that committee report at Community meetings be streamlined. However, the consensus pointed out that the public should be aware of the Commission work that goes on but that the agenda should be kept light at community meetings.

SPECIAL PROJECTS - Regina Sneed, of the Resource Talent Bank, wants the Commission to sponsor a conference on getting women appointed to City Boards and Commissions. Also included in this would be an educational day workshop around obtaining power for women.

Commissioner King went on to discuss the fact that the Self-Empowerment Committee has just completed a series of 3 successful seminars for the working women entitled "Managing Your Success." A total of 100 persons were in attendance and a net profit of $345.00 was made. It was suggested that more can be charged at seminars and that scholarships are offered to women who cannot afford the fee.

PUBLIC AND MEDIA INFORMATION - Commissioner Horne reported that the committee met on November 1st. They are currently concerned with updating the Commission brochure, drafting a press release resolution, public relations for IWY, ERA, Western Addition meeting, Public Service announcements for the ERA run and Western Addition meeting and being the liaison of information between Commission, committees and the public.

FRIENDS OF THE COMMISSION - Commissioner Martin welcomed Dr. Judith Jones, Board member of Friends. She mentioned that a representative of the FRIENDS of the Commission would attend each Commission meeting. The next fundraiser is scheduled for December 16th. More information is forthcoming.

COORDINATOR'S REPORT

WOMEN'S DIRECTORY - Coordinator Heller reported that the proposal to publish a Women's Directory is being considered for funding by the Junior League.

ADMINISTRATIVE MEETING - The next meeting will be Wednesday, December 7th at 4:00 p.m.

SALARY STANDARDIZATION - Lydia San Filippo and coordinator Heller have been working on the salary standardization issue. A whitten report will be sent to the Commissioners.

NEW STAFF PERSON - Elida Scola was introduced by Commissioner Martin as the new staff member of the Commission on the Status of Women.

NEXT MEETING

The next meeting will be the Western Addition Community meeting to be held on Tuesday, November 15th at 7:30 p.m. at the YWCA, 1630 Sutter Street, San Francisco.

ADJOURNMENT

The meeting was adjourned at 10:30 p.m.

mm/mm

CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN
50 FELL STREET
FIRST FLOOR
SAN FRANCISCO, CALIFORNIA 94102
TELEPHONE 558-3653

COMMITTEE SYNOPSIS
OCTOBER 1977

EMPLOYMENT

-Affirmative Action Task Force

The major considerations of the task force have been formulation of the San Francisco Annual Plan while working with the Civil Service Affirmative Action Advisory Committee in assessing each city department within the Civil Service. The committee is to make recommendations that would provide more affirmative action with the Civil Service. This plan is nearing its final stages for presentation.

-Salary Standardization Study

The committee is dealing with Salary Standardization Project. The members of the committee have been gathering and researching materials for the project. The next meeting will be on Monday November 7th at 4:00 p.m. to pull together the preliminary draft design. The Commission in conjunction with the Women Library Workers is doing a study on disparate salary levels of predominately male and predominately female jobs. The thesis focuses on women grouped in job categories which pay substantially less in terms of skills required, education and experience than men. The current method of the ciy setting wages perpetuates "sexually depressed wages" for women by comparison with other jurisdictions of same job; i.e., a secretary is compared with other secrectaries.

HEALTH

Projects that are under consideration of this committee are to have the publicly funded Health Clinics extend their hours after 5:00 p.m. and open on Saturdays to facilitate use of clinics by mothers and their children. Secondly, a suit is being brought against General Foods specifically Post cereal for their high content of sugar in some of their cereals (50% and more). Also, the advertising campaign claims the sugar is needed for energy. Another priority is putting on a Health Fair dealing with womens' health problems, preventative medicine and nutrition dealing with women. Also, an assessment of publicly funded programs will be made as to the nutritional value. Next meeting to be announced.

CHILDCARE

The committee will take consideration in the area of handicapped children as this has been a very neglected area dealing with childcare. Also, breastfeeding information and parent involvement in the childcare centers is to be investigated.

FRIENDS OF THE COMMISSION

In the October 18th meeting the funding priorities were presented to the FRIENDS which include the Gestofax Machine, Health Benefits for CETA employees, and Electric Typewriter, Talent Bank Project (staff), and Additional Phone Service. There was definite concern as to paying the total health insurance cost for CETA employees. Options will be investigated and presented at future meetings. The next meeting will be on Monday, November 14th, at 5:15 pm.

MINORITY OUTREACH TASK FORCE

The committee met on October 6th and 4:30 p.m. The major focus of this committee is to prepare a pamphlet in different languages and dissemination to young, disabled, lesbian, third world and older women. Graphics and printing are being worked on at the present time. Feedback will be collected from the different categories of women in order to have ample supply printed. The next meeting will be on Thursday, November 17th at 5:30 p.m.

HOUSING

The committee met on October 19, 1977 at 5:30 p.m. Items that were discussed included a loan program for women. A city-wide Mortgage Assistance Program will go into effect with the funds becoming available in January of 1978 for people of moderate income families. Information should be made available regarding assistance so that the Commission may contact

as many women as possible. At the next meeting a speaker from the California State Housing Finance Agency will make a presentation concerning the new Mortgage Assistance Program. The next meeting will be on Wednesday, November 16th at 5:30 pm.

Lydia San Filippo who represents the Commission at the San Francisco Housing Coalition reported on the San Francisco Speculation Task Ordinance andthe Mortgage Assistance Ordinance that are being worked on. Also, San Francisco will now have a Security Ordinance pertaining to locks, effective as of January 1978. The next meeting will be on Wednesday, November 16th, at 5:30 pm.

SELF-EMPOWERMENT

The committee met on October 17, 1977. This committee has just finished a successful series of 3 seminars for the working woman entitled "Managing Your Success." A total of 100 persons were in attendance. A discussion followed on raising the price of seminars from $5.00 to $10.00 ($7.50 registration and $10.00 at the door). Scholarship information will be supplied by Pam Lee. Future program possibilities that were discussed included, estate planning, job creation overview, career planning, sponsorship of a reception for persons interested in employment, self defense overview. Next meeting will be on Monday, November 28th, at 5:15 pm.

RESOURCE TALENT BANK

The committee met on October 27, 1977 to discuss two major points:

1) A conference to be held on how to get minorities and women appointed to boards and commissions. The goals of this conference would be to discuss how appointments are made, criteria to get women and minorities appointed, build a supportive network of political "clout" for support of appointments and to publicize the Resource Talent B nk. Ten women will be working to organize the conference.

2) Subcommittee Selection: Three subcommittees have been established, they are: a) Recruitment for outreach, b) processing to update material, c) screening committee for recommendation of appointment.

The first priority will be to update present files and the processing subcommittee will meet on Tuesday, November 1st at noon. The screening subcommittee will meet on Tuesday, November 8th at noon. The next meeting will be on Monday, November 28th at 5:00 pm.

VIOLENT CRIMES AGAINST WOMEN

This committee met on October 31st to discuss the Hardbook for Battered Women that is being put together. It also is to be translated into languages. Drafts should be ready by December 1st. Also a discussion was held regarding the Coalition for Assault Victims. A suggestion was made to have a bi-annual Bay Area Information Forum rather than have the Coalition meet every month. The committee showed its support of continuing investigation of the Jenny L. Chang murder case. A Jenny Chang memorial scholarship fund is being set up in Jenny Chang's memory by the Frederick Burk Foundation. The next meeting will be on Monday, November 28th, at 1:30 pm.

LEGISLATION

Committee met twice in October and is now gathering momentum in researching and reporting on bills for presentation to the Commission. Emphasis is being placed on the Federal Domestic Violence Bills, Pregnancy Employment, and Medi-Cal funding cut-off for abortion. Other bills will be researched and reported on at the upcoming meetings. The next meeting will be on November 17th, at 4:00 pm.

EDUCATION

On Saturday, October 29th, Ruby Tom and Carol Lee will be attending a Title IX Forum-Impact on Youth, being sponsored by the American Association of University Women at Holy Names College. Title IX and the implementation of it in the San Francisco Public Schools will continue to be the main interest of the Education Committee.

Other possible areas of interest expressed by various people includes violence on TV (a national PTA priority) and workshop or session on ways parents can bring about changes at a particular school site. The next meeting will be on Monday, November 21st, at 5:00 pm

WOMEN IN BUSINESS

The Committee of Women in Business met on October 18th. This committee is an Ad/Hoc Task Force and is a direct outgrowth of the "Women in Business" Conference that was held in San Francisco on August 24th. Direction is under Beryl Feinglass, Project 20 volunteer and Dorothy Cox of the Mayor's Office of Neighborhood Economic Development. The committee has a two point plan to help women in business:

1) Establishment of a Loan Development Corporation. It's function is to serve as a means of technical assistance, which will serve as a vehicle to helping women obtain loans to expand existing business, generate loans, and identification of business opportunities. This corporation will serve as a non-profit organization. The committee is soliciting 25 members from Alameda and San Francisco counties. Resumes and financial statements have been requested for interested men and women to participate. The committee is looking to cover a variety of skills such as accounting, legal services, loan procurement, management, clerical, etc. Both the Commission and the Mayor's Office of Neighborhood Economic Development will act as convenors and facilitators to start the Loan Development Corporation program.

2) In January a workshop will be sponsored emphasizing the basic skills and resources available to a woman starting a new business. The tentative date will be Saturday, January 28th, 1978.

The next meeting will be on Thursday, December 1st, at 6:00 pm.

MEDIA AND PUBLIC INFORMATION

The committee met on October 4th at 5:15 pm. The Committee's first goal concerns itself with publicity and public relations for the Commission, specifically press releases, community calendar items, investigation of program possibilities such as free media women's spots, public speaking announcments and free speech messages. Publicity outreach and community events announcments made are not only limited to broadcasting but include newspapers and community newspapers, etc. The committee's second goal deals with issue oriented problem solving, specifically changing women's images in the media in both programming and advertising. Also, they will be involved in ascertainment of community needs prior to license renewal. The next meeting will be Thursday, December 7th, at 5:15 pm. The program will be WOMEN'S IMAGES - A LOOK TO THE 80's.

Respectfully Submitted,

Elizabeth Marenco
Program Specialist

EM:ad:gb

11-15-77

CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN
50 FELL STREET
FIRST FLOOR
SAN FRANCISCO, CALIFORNIA 94102
TELEPHONE 558-3653

AGENDA

November 15, 1977
7:30 PM

WESTERN ADDITION COMMUNITY MEETING
YWCA
1830 Sutter Street, San Francisco

I. Roll Call

II. Opening Remarks - Commissioner Bernice Watkins

III. Introduction of Commissioner and Staff - Commissioner Bernice Watkins

IV. Overview of the Commission - Commissioner Sandy Ouye

V. Summary of Community Forum - Commissioner Kathy Arnold

VI. Minutes of October 22nd meeting

VII. Correspondence

VIII. Commission Business

-Response to Grand Jury Report
-Legislation: AB 2063 Cut-off of Medi-Cal Benefits for Abortion
-WOMENEWS
-ERA Extension
-Coordinator's Report

IX. Adjournment

This is the last of a series of meetings in the community in 1977. Five meetings in other communities in the city are scheduled for 1978.

CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN

50 FELL STREET

FIRST FLOOR

SAN FRANCISCO, CALIFORNIA 94102

TELEPHONE 558-3653

Western Addition Community Meeting

Minutes of November 15, 1977

Attendance: Martin, Lee, Medina, Horne, King, Rothschild, Watkins, Caldera, Ouye, Arnold.

Excused: Lamé

CORRESPONDENCE

From: American Women in Radio & T.V. Inc. - Golden Gate Chapter thanking Commissioner Martin for attending ERA seminar of the AWRT Western Area Conference.

From: Women Organized for Employment, - Notification of public hearing. Assistant Secretary of Labor, Donald Elisburg, will speak on Affirmative Action and the enforcement of Federal Regulations on Monday, November 28, at 5:15 p.m.

From: California State Department of Education, - News Release requesting bids for proposals from external bodies which have statewide responsibility and influence to provide specific services and tasks related to the elimination of sex bias, sex stereotyping and sex discrimination in vocational education. Project will be between March '78 and June '79. Proposals must be returned prior to December 15, to State Director of Vocational Education, 721 Capitol Mall, Sacramento, CA 95814.

From: Attorney General Evelle Younger, - Thanking Commissioner Martin for offerring assistance in the proposed Attorney General's Conference on Domestic Violence. Conference dates will be announced.

From: Mayor's Office of Employment and Training, - Is soliciting proposals for Youth Employment (16 - 19 years) Training Programs, CETA $1,613,711 "classroom training" will involve nine (9) months of employment.

From: Daniel Teeban, Regional Solicitor, U.S. Department of Labor, Regarding the Min Paek case. Mr. Teeban has initiated an inquiry as to specific alleged legal basis for the denial of eligibility in question.

From: Fort Mason Foundation, - is welcoming applications from community groups or individuals interested in offerring full-time or occasional programs at Fort Mason Center. A residency application was enclosed.

From: S.F. Neighborhood Legal Assistance Foundation, - Announcing that SFNLAF Board of Directors has voted not to eliminate the Women's Litigation Unit. However, the salary equalization proposal to trim budget by 10% and the renewal of the contract of supervising attorney Pattie Roberts are still in question. Support may once again be solicited at such a time that it may be warranted.

From: City & County of San Francisco, Health Care Services, - Thanking the Commission for having accepted the departments invitation to become a member of the Advisory Board on Sexual Trauma Services. First meeting will be Friday, November 18, 1977, at 3:30 p.m. at 101 Grove Street, Room 320.

From: Harvey A. Taschman, Coordinator Battered Wives Project, Department of Health, Education & Welfare, - Thanking Commissioner Martin for reviewing the Mikulski Bill. "... It does establish a new National Center for Community Action Against Family Violence, which could have high visibility. It would presumably train a large cadre of volunteers to work in the area of family violence across the country."

To: Lillian Sing, - Congratulating her on her recent appointment to the Civil Service Commission. A meeting with her will be set up to brief Ms. Sing on Commission activities and goals.

To: Coalition on the Medical Rights of Women, - Supporting and commending the work that has been done as a force of change around women's health issues.

To: Al Moreno & Tom Erlich, Legal Services Corporation, - Stating the Commission's support of the Women's Litigation Unit and opposing the adoption of the proposed budget that would phase out the Women's Litigation Unit.

To: Mario Obledo, Secretary of the Health and Welfare Agency, In reference to the dismissal of Josette Mondanaro, Director of Substance Abuse. Coordinator Heller asked that an investigation be made as to the women administrators that have been leaving this department. Also, we are supporting Ms. Mondanaro's appeal for a fair hearing and due process for reinstatement.

To: California Delegation, - Same as above.

To: Managers, Seven San Francisco Corporations, - Asking for a contribution, to sponsor WOMENEWS. Appointments have been scheduled.

To: Ella Hill Hutch, - Congratulating her on her election as district #4 Supervisor.

To: Finance Committee, Board of Supervisors, - Supporting refunding of the Mayor's Office of Economic Development, particularly noting their great assistance in forming a Loan Development Corporation and putting together a workshop.

To: Finance Committee, Board of Supervisors, - Supporting CETA funding for the Women's Work Furlough Program.

Opening Remarks

Commissioner Martin opened the meeting by welcoming everyone to the meeting with the hopes that this meeting would make for better understanding of the Commission and it's function.

Introduction of Commissioners and Staff

Commissioner Watkins welcomed everyone to the meeting with the hopes of focusing the meeting on community problems. She introduced the Commissioners and staff present and delineated the committees that the Commission dealt with.

Address by Supervisor-elect Ella Hill Hutch

Commissioner Watkins also introduced Ella Hill Hutch, newly elected supervisor of the 4th district, who was in the audience. Ms. Hutch came forward to thank everyone for their support in her campaign. She pledged her committment to women's issues and the Commission. She also suggested so as to have more public participation that Board and committee meetings be held in the evenings rather than the day. Ms. Hutch will try to attend future Commission meetings, as she wishes to keep abreast of the Commission's activities.

Overview of the Commission

Commissioner Ouye gave an overview including history and functions of the Commission, its objectives and power. Also Commissioner Ouye outlined some of the accomplishments of the Commission in the last two years.

Summary of Community Forum

Commissioner Arnold gave an overview of the previous community meetings in the Richmond and Mission districts, along with the Western Addition. Ms. Arnold stressed the warm reception that the Commission received in all the communities and thanked everyone for their help. Hopefully these meetings served as a learning experience for both the Commission and the public.

Minutes of October 25 Meeting

Stand as presented.

Presentations

Linda Harrison, "Friends Outside" 136 Church St., S. F., Ms. Harrison gave an overview of the work of this crime deterent agency. It provides emergency assistance for people out of prison and assistance to the wives and children of convicts. The agency has set up a childcare center and a thrift shop. A newly established halfway house for women out of prison providing shelter, food, clothing and counseling. It is located at 138 Church Street. With this new halfway house there are are funding problems. The agency currently has two (2) CETA positions as full time staff. "Friends Outside" wants to enlarge the halfway house but it will require more funds. Commissioner Martin pledged the Commission's support in any way. Commissioner Horne moved the Commission send a letter of endorsement. It was seconded by Commissioner Arnold and unanimously passed.

Mr. Earl Mills, Department of Community Services, Redevelopment Agency, San Francisco- Mr. Mills explained that this agency is authorized by state law for urban renewal. The program's function is to eliminate blight and to raise the tax base. The agency also deals with community services. Mr. Mills pointed out that not many women are employed in management positions in the Redevelopment Agency. Commissioner Arnold questioned Mr. Mills as to whether the agency was going to try to help in keeping a ceiling on realistic rents for low income minorities and women. Mr. Mills stated, however, that the agency could do nothing to control private ownership but that he and the agency would assist in investigating what other ways were feasible, i.e., assisting in programs to help moderate income families continue to live in the redevelopment area.

Ms. Ruby Tom, Friends of the Commission - Ms. Tom explained that FRIENDS serves as a fundraising arm of the Commission. An announcement was made of a fundraising event to be held on Friday, December 16 at the Cow Palace, from 6 to 10 p.m. It will be at the Cow Palace/ Dicken's Fair and be called "Special Yuletide Celebration". Price $13.00 per person, $25.00 per couple, $6.50 children, which includes admission to the Dicken's Fair and a buffet dinner. The theme of the fundraiser will be "Great Victorian Women." There will be prizes for the best costume. There will also be a cockney auction. Flyers and invitations will be forthcoming.

Yasuker Tanaka and Leslie Shisawa, Japanese Community Service Community Service Employment Agency, 2012 Pine St., San Francisco, This agency concerns itself with job/referral, placement, counseling and follow-up. The supportive services it deals with consist of daycare and transportation, bilingual and bicultural services.

Grand Jury Report - Commissioner Martin reported that the Commission has 60 days to respond. The Commission agrees with the favorable Grand Jury Report. With our broad mandate under city Ordinance, it is vital to obtain adequate funding from the city. Commissioner Arnold motioned to send a copy of our letter of response to the Grand Jury to the Board of Supervisors. It was seconded by Commissioner Watkins and unanimously passed.

Legislation

Mary Vail Co-chairperson of the Legislation Committee reported on the Work Furlough legislation that the Commission supported. It will be re-introduced at the new legislation session in January.

AB 2063

Medi-Cal legislation excludes all Medi-Cal funding for abortion except those where either 1) the life of the mother would be endangered if the fetus were carried to term or 2) the pregnancy resulted from rape or incest. There will be hearings regarding this legislation in January. Commissioner Rothschild moved the Commission oppose this legislation and that a letter be written to the Assembly Health Committee. Commissioner Caldera seconded it and it was passed unanimously.

ERA Extension

Commissioner Martin reported on the ERA amendment. Commissioner Ouye motioned that a letter of support be written to have the time of ratification of the Equal Rights Amendment extended. It was seconded by Commissioner Caldera and unanimously passed.

Fundraiser

Commissioner Martin announced that a reception will be held in honor of Susan Heller, Coordinator before her maternity leave. It was suggested that the event be a fundraiser for the Commission. The idea was presented to the Friends of the Commission who wanted to make this an international women's year event. However, Commissioner Martin pointed out that this event would draw a different audience and combining it with IWY would dilude the intent. Commissioner Watkins motioned a letter be sent to the Chairperson of Friends urging sponsorship of such a function. It was seconded by Commissioner Ouye and unanimously passed.

Coordinator's Report

-Status of the Building - New College has purchased 50 Fell Street. The Commission will be moving. A date has not been set.

-Slide Show - Elida Scola of staff is preparing a photo journalistic slide/sound program on the Commission. This will be used for outreach activities.

-Forum/Reception for Women from Latin America - Two hundred women and men attended the forum featuring women from Latin America dealing with the condition for women from their repective countries.

-Reception for Commissioners - The American Association of University Women will honor the Commissioners on January 13, at a wine and cheese party.

Coordinator's Report (Cont)

-Catheryne Armstrong Luncheon - Catheryne Armstrong, a leader of Women's Rights in Canada and an expert in abortion laws and children's rights will speak at a brown bag luncheon at the Commission on December 1, from 12 noon to 2:00 p.m.

-A New Baby - Jennifer Hoskins of staff had a baby girl.

-Typewriter - Coordinator noted that because Commissioner Arnold had loaned her IBM to the Commission, she would be guest of honor at the next staff luncheon.

-Western Addition Community Meeting Planning Committee - Thanks to Commissioners Watkins, Ouye and Arnold, and staff, Cathy Smallwood, Alma Dunkley and Shikili Nia for coordinating the community meeting.

Meeting was adjourned at 10:00 p.m.

EM/gb

CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN
50 FELL STREET
FIRST FLOOR
SAN FRANCISCO, CALIFORNIA 94102
TELEPHONE 558-3653

A G E N D A

November 29, 1977
Room 282, City Hall
San Francisco, California 94102
7:30 PM

I. Roll Call

II. Minutes of November 15, 1977

III. Correspondence

IV. Nominations for Chair & Vice-Chair

V. Review of 1977 Community Meetings

VI. Report From Friends of the Commission

VII. IWY Wrap-up

VIII. Committee Reports

-Legislative - Domestic Violence Bills

-Special Projects - Funding of Resource Talent Bank Coordinator

-Minority Outreach

IX. Coordinator's Report

SJH/gb

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MINUTES

COMMISSION MEETING
November 29, 1977

ATTENDANCE: Martin, Caldera, Lee, Horne, King, Rothschild, Ouye, Lame.

EXCUSED: Medina, Watkins, ARnold.

CORRESPONDENCE:

From: Gary, Indiana, Commission on the Status of Women is planning to open a shelter for Battered Women in Gary in June 1978. They are requesting films of approximately 27 minutes in length regarding wife beating and battered wives. Also they request any information we may have in reference to a Community Education Program on Battered Women.

From: Quest House is actively exploring a building that would serve as a first step in independent living for women leaving an intensive treatment or emergency living situation. They are requesting a meeting to discuss this at greater length. (Susan met and gave a report on the plans).

From: Avery Carter, Regional Director of Local 250 Hospital and Institutional Workers' Union asking for the Commissions support in getting a women placed in a position open for morgue attendant on a permanent basis as she is being employed on a temporary basis. She is being discriminated against on the basis of being a woman and black.

From: Barbara Milulski, Member of Congress regarding family violence legislation requesting the Commission write Representative Brademas at 2178 Rayburn House Office Building to urge speedy consideration of this legislation in his Subcommittee.

From: Director of Property notifying us that New College has the license to occupy the property at 50 Fell Street, effective December 1, 1977.

From: La Casa De Las Madres showing statistics about La Casa residents who stayed at the center during the period from June 1976 through September 1977. Statistics will be supplied to Commissions.

REPORT FROM FRIENDS OF THE COMMISSION

Commissioner Lee reported on the letter presented to the Commissioners sent to Noele Krenkel, President of Friends outlining items of discussion. (see correspondence)

Commissioner Lee and King reported on the Dicken's Fair fundraiser to be held on December 16, at the Cow Palace. The Commissioners reported that much effort is being placed to organize and make a success of this exciting fundraiser.

IWY WRAP-UP

Commissioner Martin highlighted her expertise at the International Women's Year Conference in Houston. Being most impressed with the solidarity of various groups of women rather than the feminist vs. anti-feminist issue the conference proved to be very successful and enlightening.

The California delegation, the largest in the nation, was well prepared and united to support the Plan of Action. A delegate played a role, especially in getting a strong minority women's platform. Also Commissioner Martin delivered a eloquent speech on the needs of Battered Women.

The results and recommendations stemming from this national meeting will be presented to the President of the United States whereupon he will make his recommendations to Congress. All issues such as gay rights and reproduction rights passed. However the only issue that had problems was the Women's Department cabinet posts. This issue was quite divided and did not pass.

KQED, Public Television can arrange coverage of the conference but cannot cover it on prime time. However, in Los Angeles, public television covered it gavel to gavel. Commissioner Ouye motioned a letter be written to KQED asking them to rerun program on prime time and that in the future this type of program be aimed in prime time.

Coordinator Heller announced that on Monday, December 5th, Channel 5 KPIX will have a report on the IWY conference from 10 to 11 pm and 11 to 12:30 pm.

COMMITTEE REPORTS

Legislative- Commissioner Rothschild announced that Mary Vail, co-chairperson of the Legislation Committee has been appointed President of the Barrister Club.

Domestic Violence Bills

Mary Vail reported on the Federal Domestic Bills, Boggs-Steers and Mikulski.

Linda Byrland from the "La Casa de las Madres" has helped in making recommendations as to the amendments and clarifications of these bills.

To: Noele Krenkel, President of the Friends of the Commission announcing the 4 issues that were discussed at meeting 1) A letter has been sent to S.F. corporations requesting funds for WOMENEWS. 2) Talent Bank Coordinator position at the Commission will be funded by CETA. 3) A fundraiser is to be held in Susan Heller's honor in March and we are requesting Friends support this fundraiser. 4) Typewriter needs remain critical. A supplemental approriation for moving will be present to the Board of Supervisors.

To: Friends Outside endorsing and supporting their program especially the new half-way house. Also the Commission urged the center's funding resources to grant additional funds for this program.

To: Assembly Health Committee (all members) stating the Commission's position on Assembly Bill 2063 of opposing passage of this bill to defund Medi-Cal abortions.

To: Mr. Peter Schruth, Regional Vice President KPIX thanking him for inviting Susan Heller to the Women's Ascertainment Luncheon. Enclosed with the letter was the 1976 San Francisco Childcare Task Force Project.

To: Mr. John Walsh, General Manager, Civil Service Commission announcing the Commission's Salary Standardization Project. More details and explanations were enclosed.

To: Bob Won, Coordinator Mayor's Office of Employment and Training, CETA thanking him for funding the Resource Talent Bank position; also commended his staffperson Sandy Espinosa for thorough recruitment in the Lesbian Outreach slot.

CORRECTION OF MINUTES OF NOVEMBER 15, 1977 MEETING

Under the presentations there was a miss spelling of 2 names "Yasuker Tanaka" and "Leslie Shisawa" should read Yasuko Tanaka and Leslie Shisasawa.

NOMINATIONS FOR CHAIRPERSON AND VICE CHAIRPERSON

Commissioner Rothschild nominated Commissioner Sandy Ouye for Chairperson. It was seconded by Commissioner Lame and was passed unanimously. Commissioner King was nominated for Vice Chairperson nominated by Commissioner Ouye. It was seconded by Commissioner Lee and passed unanimously. Commissioner Lame nominated Commissioner Rothschild for Vice Chairperson but Commissioner Rothschild respectfully declined.

REVIEW OF 1977 COMMUNITY MEETINGS

The Administrative meeting is to take this matter under consideration at the next meeting of December 7, 1977.

Commissioner Ouye suggested that format of information dissemination could be subject to change. Also Commissioner Rothschild suggested that to address the public, there be speakers dealing with what is relevant to that particular community.

From: Human Rights Commission, Wayne C. Redus Coordinator of Employment with data covering women entrepreneurs. They have been negotiating goals for women-owned design firms. They are asking if the Commission would be interested in compiling a survey with regard to the availability, competance, project capability and race of women entrepreneurs. This matter will be referred to Women in Business Committee.

From: Mariposa Film Group and Adair Films announcing the preview screening of a movie the WORD IS OUT. This is a two-hour intimate portrait of 26 lesbians and gay men from a wide variety of social and geographic backgrounds. Staffperson Elida Scola attended the preview and was quite impressed with the film.

From: Committee to Fight for the International Hotel giving an update as to what has been happening regarding the hotel and announcing an organizational meeting on Thursday, December 1, 7:30 pm at the Chinese Cultural Center, 3rd floor Holiday Inn, Jackson and Kearny. Also a petition to be circulated was enclosed.

From: KPIX Channel 5 thanking Coordinator Heller for her interview regarding Women in Jobs and salary standardization, childcare, rape and battered women.

From: Beverly Arnold who submitted an article from the S.F. Chronicle of Saturday, November 19, 1977 in reference to clerk classifications by the California government.

From: Fort Plus Women's Center requesting to be put on the WOMENEWS mailing list. An informational flyer along with a calendar of events was enclosed.

From: City and County of San Francisco Office of the County Drug Program Coordinator regarding recruitment for new members of San Francisco Advisory Committee on drug abuse. An informational sheet, and membership application was also enclosed.

From: Lorcy Ann Burns, P.G.E. thanking the commission for its help in getting Commission materials to be distributed at the "New Girls Network" conference. She also sent an article from the L.A. Times in reference to women in public office in America.

From: Lone Mountain College a National Career Conference for Women will be held in four weekends in January, Women in the Corporation January 6-8, Women in the Public Sector January 13-15, Women in Their Own Business January 20-22, and Women as Professionals January 27-29. The fee for each conference will be $50.

From: Announcing that there is a San Francisco Women's Rugby Club and inquiries may be made to City Sports at 788-2611.

From: N.O.W. announcing that they are sponsoring a conference on Women's Legal Rights. This conference is designed for women who are presently seeking to begin or end a marriage, to begin or end a living together arrangement, or to survive either. A reservation is required for the conference to be held on January 28, 1978 at 9:00 am to 5:00 pm at Hastings College of Law, McAllister and Hyde

Legislative Cont.

Mikulski

Sets clear national priority to eliminate family violence and establishes a council for coordination of efforts and information in this area. It establishes through the ACTION agency with VISTA volunteers a new office of community action against family violence. Also a clearinghouse will be maintained.

Boggs-Steer

Director Secretary of H.E.W. acting through the Director of the National Institute of Mental Health to make grants and enter contracts with state and local government agencies and private non-profit organizations for the purpose of effectively combating domestic violence a national information and resource clearinghouse is to be established. State laws relating to domestic violence is to be instituted in conjunction with LEAA.

Legislative Committee Recommendations

-"Family" violence changed to "Domestic" violence.
-Commission contact with authors.
-Definition of "unreasonable physical force."
-Undesirable to use terms "community, cultural violence."
-Terms require more refinement.
-Council members should reflect appropriate racial, cultural, ethnic balance.
-Administration under ACTION not appropriate as wages subsistance salaries.
-Full time personnel committment should be eliminated and over-time paid.
-Renumeration level should be raised.
-Program Director salary must be corrected.
-Evaluation standards.
-NIMH inappropriate administering agency as it projects mental illness/clinical/research/medical model.
-Sections of bill too vague.
-Too much power of Director NIMH.
-Private organizations could make public case histories.
-Grantees required to provide family rehabilitation.
-Undesirable to have LEAA analyzing state laws procedures and practices, regarding domestic violence.

Commissioner Martin suggested that all people involved receive copies of letters to be written by Commission regarding the Federal Domestic Violence Bills. Also there is a question as to the funds going directly to the Governor as opposed to going to the grantee. The latter is preferable.

Commissioner Rothschild motioned that a letter be sent to authors Boggs and Steers stating that the Commission cannot support the proposed bill but would like to advise them of our stand in reference to Mikulski Bill as a solution and to include amendments. Carbon copies are to be sent to all involved. Commissioner King seconded the motion and it was passed unanimously.

Legislative Cont.

Berman Pregnancy Bill - AB 1960

Mary Vail also reported on this bill. This bill would prohibit employment discrimination on the basis of pregnancy and would provide for reasonable pregnancy leave to be decided by the woman and her doctor. If a woman were to require a transfer to a less strenuous position because of her pregnancy, she must be granted this if it does not incur monetary hardships on the employer. This bill would also codify administrative regulations and disability insurance laws. AB 1960 has been recommended and endorsed by the State Commission on the Status of Women. Commissioner Rothschild moved that the Commission endorse this bill and write a letter of support to the author and the Assembly Health Committee. Commissioner Ouye seconded the motion and it was passed unanimously.

Minority Outreach Task Force

Commissioner Ouye reported that this committee is formulating ideas for the Commission's minority outreach brochure. They are also compiling specific requests from people in reference to the role the committee is to take.

COORDINATOR'S REPORT

Susan Heller reported on a planned press conference by Bay Area Women's Coalition and Common Cause to bring women's organizations together to express their statewide issues and concerns as women.

Pat Keefer, vice president from Washington of Common Cause, is tentatively scheduled to come to San Francisco to discuss the tracking system used by Common Cause to hold candidates and public officials accountable.

Coordinator Heller recommended Commission co-sponsorship as many San Francisco women's organizations have concerns about employment of women in administrative positions, the abortion issue, child-care, bilingual state services, and older women, to name a few.

Discussion on this recommendation included an acknowledgement of Governor Brown's appointment of Ms. Bird as Supreme Court Justice and half of his appointees to the bench being women as positive action. Also discussion concluded that it was appropriate to hold such conferences and meetings to keep in touch with the needs and wants of women on a statewide basis. The consensus of the Commission was to participate on this conference along with Common Cause and the Bay Area Women's Coalition.

Coordinator Heller reminded the Commissioners that well known Canadian activist, Kathryn Armstrong will be at a brown bag luncheon held at the Commission on Thursday, December 1. Commissioner Caldera will introduce Ms. Armstrong at the luncheon.

COORDINATOR'S REPORT (CONT.)

Also Women Organized for Employment had Daniel Elsberg, key official from U.S. Department of Labor as a speaker at their meeting. He spoke on the following issues:

1) OFCCP Crocker lawsuit and investigation.
2) Supreme Court pregnancy decision. Court was not supportive of rights of pregnant women.
3) Women in construction--Department of Labor has a prediction that a more liberal policy and new regulations will be adopted.

Meeting adjourned at 10:30 pm.

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CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN

50 FELL STREET
FIRST FLOOR
SAN FRANCISCO, CALIFORNIA 94102
TELEPHONE 558-3653

AGENDA

Tuesday, December 13, 1977
7:30 P.M.
Room 282
City Hall

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I. Election of Chairperson and Vice Chair for 1978

II. Press Conference of December 7th
(Plan for Coalition building)

III. Barry Shapiro of East Bay Men's Center
(One male's view of Houston and National Men's Conference in St. Louis and Man ERA)

IV. FRIENDS of the Commission--Noele Krenkel

V. IWY Follow-Up

VI. Committee Reports

-Administrative Committee
-Health and Childcare
a. Proposal
b. Childcare Book Fair Project
c. CETA & Childcare
-Media & Public Information
-Legislation--Midwife Bill--AB 1896

VII. Coordinator's Report

Next Commission meeting is January 10, 1978 in Room 282

CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN
50 FELL STREET
FIRST FLOOR
SAN FRANCISCO, CALIFORNIA 94102
TELEPHONE 558-3653

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COMMISSION MEETING

Minutes of December 13, 1977

ATTENDANCE: Martin, Caldera, Lee, Arnold, Rothschild, Ouye, King Lame, Medina.

EXCUSED: Horne, Watkins.

CORRESPONDENCE:

From: Pacific Telephone - responding to the request for support funds for Friends of the Commission. As they have to refund the public $206 million and reduce their rates by $60 million annually and also make a payment of over $1 billion in back taxes, contribution expenditures are being restricted and they will not be able to lend their support.

From: Northern California Coalition for Full Employment - announcing a meeting to be held on Monday, December 12 at 870 Market, Room 675. Two specialists on the Humphrey/Hawkins legislation will speak. Also Sociologist Writer Dr. Elliot Currie will present his analysis of the present bill.

From: City and County of San Francisco, Civil Service Commission - in response to the Commission on the Status of Women's Salary Standardization Project relative to our Commission's Study.

From: Golden Gate University, School of Law - announcing a meeting to be held at the offices of Equal Right Advocates, Inc., 433 Turk Street, on Thursday, December 15, at 4:00 pm. The purpose of the meeting is to discuss the establishment of an Advisory Committee for the Women's Litigation Unit.

From: Assembly California Legislature, Art Agnos - thanking us for our concern on the Dr. Josette Mondanaro case. A hearing has been set for December 23, 1978.

From: San Francisco State University - announcing that we have been included in their Guide to Services for Children and Youth. They are inviting the Commission to be part of the Information Exchange portion of a conference to be held on Wednesday, January 11, 1978 from 9:00 am to 5:00 pm in the Student Union Building at the University.

From: Lone Mountain College - More detailed information on the January National Career Conference for Women. The topics are, Women in the Corporation, January 6 through 8; Women in the Public Sector, January 13 through 15; Women in Their Own Business, January 20 through 22; and Women as Professionals, January 27 through 29. (Susan Heller will be a panelist on January 14).

From: Bureau of Apprenticeship Training - Mailgram on endorsement of the changes and regulations which provide for goals for women.

From: Mayor George Moscone - Advising that all appointees to Boards and Commissions must file statements of economic interest no later than 10 days prior to assuming office, i.e., the day of swearing in.

From: Thomas O'Connor, City Attorney - in reference to Exemption from adoption and promulgation of Conflict of Interest Codes. If an agency has no "designated positions" there does not appear to be any legal necessity for adopting and promulgating what in effect would be a meaningless document.

From: Institute for Scientific Analysis - announcing they will be conducting a study to determine the prevalence of rape and other kinds of sexual assault in San Francisco. They are seeking the Commission's endorsement. A pilot interview study will be held in January 1978.

From: Coro Foundation - announcing a Public Affairs Training Program for Women to be held February 7, thru April 13.

From: California Women's Coalition - enclosing an agenda for the next meeting to be held on December 10, 1977 from 10:00 am to 3:00 pm at San Francisco International Airport Conference Room 402B. The next meeting will be in Los Angeles on April 8, for further information contact Regina Sneed.

From: National Organization for Women - announcing that distinguished California delegates to the Houston IWY conference will speak on Tuesday, January 10, at 7:30 pm at Beytany Methodist Church, 1268 Sanchez Street; Asian Women's IWY Forum; January 18th, Peoples Cultural Center report from the IWY Support Coalition.

From: Mental Health Advisory Board of San Francisco - thanking the Commission for communicating concern about the composition of the MHAB committee on Minority Mental Health.

To: Mr. Marvin Fisher, Cost Plus Imports - thanking him for his $100 pledge to WOMENEWS.

To: Representatives Edwards, Danielson, Bielenson, Wiggins, Moorhead, Members of the House Judiciary Subcommittee and to Senators John Burton, Phillip Burton, Cranston and Hayakawa in reference to extension of the ERA deadline for ratification.

To: Mr. Paul Jacobs - Letter of condolence on the recent passing away of Ruth Jacobs.

To: Chronicle, Letters to the Editor - in reference to the editorial of December 4th, women are will aware of Governor Brown's record of appointments.

To: Mr. Jonathon Rice, Programming Director KQED - on IWY conference coverage requesting such important women's events be aired on prime time.

To: Members of the Civil Service Commission - supporting the re-instatement of Ms. Geraldine La Fleur to the Recreation and Park Department.

To: Robert Won, Coordinator Mayor's Office of Employment & Training - Regarding Alma Dunkley's transition into permanent employment in the private sector with increased salary and medical benefits. She is a re-entry woman and was hired by CETA and has worked at the Commission for the last eight months.

To: Pacifica Democrats - stating that Commissioner Rothschild will speak on Commission activities and the need for a women's Commission in San Mateo County on January 21, 1978.

ELECTION OF CHAIRPERSON AND VICE-CHAIRPERSON FOR 1978

Commissioner Martin mentioned the previous nominations of Commissioner Ouye for Chairperson and Commissioner King for Vice-Chairperson. No other nominations were made and it was unanimously passed.

Commissioner Ouye thanked everyone for their support and help. Commissioner King also thanked everyone for their vote of confidence and lauded Commissioner Martin for her contribution as Chairperson.

PRESS CONFERENCE OF DECEMBER 7th

The San Francisco Commission on the Status of Women's office was the scene for the formation of a Northern California Women's Organization Coalition aimed at holding Governor Brown and State officials and candidates accountable for the implementation of the new California State Agenda and National Plan of Action coming out of the Houston International Women's Year Conference. The meeting was co-sponsored by the Bay Area Women's Coalition and the Commission.

Ellen Roberts, State board member of Common Cause, a national citizen's lobby Organization, provided technical expertise on the evaluation forms and processes. Roberts said, "1978 is a key election year involving a wide selection of political positions. Specific questions must be developed and general philosophical questions avoided if legislators are to be held accountable after the elections".

Patsy Fulcher, former deputy assistant Secretary of the State Health and Welfare Agency stated, "There is no argument with Governor Jerry Brown's appointments of women and minority males to important state posts. She stated, however, "the road to Watergate was paved by "grateful" appointees in the Nixon Administration and I'm glad to see that women are refusing to do the same thing and will speak out when they encounter problems in effecting social change."

The women protested the "political firing" of Dr. Josette Mondanaro, a highly qualified administrator of the State Substance Abuse Program, whose transgression (writing a personal letter on State stationary) merited only a reprimand.

Ruth Gordon, of the Society of Women Engineers, expressed concern about the failure of Governor Brown to reappoint Patricia Conacher, an Electrical Engineer, to the California Board of Engineers. This means that no women engineers are on the Board and no professional vacancies will occur until June, 1979. The appointments of Rosa Bird as Chief Justice of the Supreme Court and Claire Dedrick as Public Utilities Commissioner, while commendable, leave a void in the Governor's Cabinet, which is now again all male.

Budgetary concerns were represented by the State childcare programs. Patty Siegal, Governor's Childcare Advisory Committeeperson, said, "the new byword is "cost effectiveness"--helping more people with the same amount of dollars. Some of the new alternative childcare programs place us in a Catch-22 position. We want them to succeed but we don't want them to succeed to prove that cheap and inadequate childcare is the way for California to go. One serioua problem is the replacement of federal dollars with state dollars, thus, skirting the Federal Interagency Childcare Requirements."

One issue that was met with loud applause and which might prove to be a sticky problem for Governor Brown was the suggestion offered by Mary Spencer, newly elected president of San Francisco N.O.W., "We are expecting the enactment and enforcement of a resolution that would state that no California government money would be spent on out of state travel expenses of California employees who attend conventions in states which have not ratified the ERA."

The League of Women Voters has for some time found their Political Accountability Rating a useful tool and strongly encourages women's groups to adopt this method to promote their issues.

Other groups represented at the meeting included, La Casa de las Madres, Women Organized for Employment, Planned Parenthood, Black Women Organized for Action, Gray Panthers, San Francisco Women's Litigation Unit, Chinese Women in Action.

BARRY SHAPIRO - EAST BAY MEN'S CENTER-MEN FOR ERA, 2700 East Bay Center, Berkeley, CA

Commissioner Rothschild introduced Mr. Shapiro. Mr. Shapiro is currently involved in heading the East Bay Men's Center and coordinating an organization called Men for ERA. He was a delegate to the Men and Masculinity Conference held in Houston this year, member of the IWY support unit. Also he was Director of the Men and Women in Struggle conference of Laney College and instructor of mens consciousness programs.

Mr. Shapiro attended the IWY conference in Houston and commented on the unification that he observed amoung the women and the professional form in which business was conducted.

Men For ERA - Mr. Shapiro is coordinating this organization to work in ratifying the ERA. The current project involves boycotting the states of Illinois, Nevada and Florida in reference to products, tourism, and conventions. Membership dues are $10 a year. A monthly newsletter will be put out and fundraising projects will be organized. A project to be undertaken will be starting a National Men's Organization and Men Against Sexist Violence program.

Mr. Shapiro hopes to have collegial collaboration with women's organizations and concrete profeminist work with women's organizations. Also identification of sympathetic males who might get involved.

FRIENDS OF THE COMMISSION

Noele Krenkel, Chairperson of Friends announced that there are three openings on the Board of Friends. Interviews have been made and an announcement of new board members will be made soon:

January 7 - Brainstorming for fundraising (Lori Horne will facilitate)
January 4 - Regular meeting 6 - 8 pm.
March '78 - Fundraiser (Susan Heller guest of honor).
May '78 - Women's concert.
June '78 - Annual Auction.

IWY FOLLOW-UP

Commissioner Martin announced that tapes of various keynote speakers at the IWY Houston Conference can be ordered. Appropriate flyers are available.

COMMITTEE REPORTS

Administrative Committee

Co-ordinator Heller reported on the proposed schedules of Commission meetings at City Hall. Commissioner Ouye motioned to have the meetings on the second Tuesday of the month at City Hall. The motion was seconded by Commissioner King and passed unanimously. The first meeting will be on January 10th. February 28th has been set aside as the first Community Forum date to be held in the North Beach-Chinatown community. Commissioner Ouye motioned to schedule the rest of the Community Forums at the next meeting of the administrative committee. It was seconded by Commissioner Arnold and passed unanimously.

It was suggested that the Community Forums could be scheduled at different times i.e., lunchtime, after work, etc., so as to facilitate attendance by the public.

-A Christmas party will be held for staff and Commissioners on December 28, 1977 at Commissioner Lee's home.

-Coordinator Heller has requested a leave of absence for 6 months. Commissioner Ouye moved that Ms. Heller be granted her leave. It was seconded by Commissioner Rothschild and passed unanimously.

-Self-empowerment is planning a series of spring workshops. Commissioner King reported that the fee should be raised to $7.50 so as to obtain more funds through pre-registration.

Commissioner Ouye asked that there be more flexibility as to the fee because of the range of workshops and content, i.e., range from $5 to $10 or perhaps a sliding scale for low income persons.

HEALTH AND CHILDCARE

Proposal - Sandy Silver presented a proposal dealing with producing a film which would be a parent's guide to coping with and caring for medically dependent children. It will be called "Obatala's Babies."

Ms. Silver is seeking funding for the film. The purpose of the film is "to inform and educate the parents and family of an infant that requires intensive care after birth and to educate medical professionals in the importance of parent-infant interaction while the infant is in the Intensive Care Nursery (ICN)." It also deals with transition from hospital to home and coping with separation or trauma of loss of infant.

Commissioner Ouye motioned that the Commission write a letter of support to funding sources to support the production of the film, its concept and distribution. Commissioner Medina seconded the motion and it passed unanimously.

Commissioner Arnold also mentioned that this letter should be sent to other health organizations. Commissioners Medina and Rothschild commended Ms. Silver for her project and wished her much success.

Childcare Bookcase Project - Commissioner Ouye reported that this project would entail sponsoring a book fair whereby admittance to the function would require giving of a book or donation. These books would be placed in waiting rooms of city agencies. These books would be selected from a recommended reading list and the book would have the S.F. Commission on the Status of Women's stamp. It was suggested that input be made by the Library Commission and also that the feminist children's reading list be a resource.

Commissioner Ouye motioned to accept this concept. It was seconded by Commissioner Arnold and unanimously passed.

Childcare - Commissioner Ouye suggested that the employment related Humphrey/Hawkins bill change its provisions to include assessment of childcare needs of participants and allocation of a specified percentage of job slots to staff Childcare Centers. The Commission will work with various lobbying organizations to focus on childcare provisions in employment legislation.

Commissioner Ouye motioned to adopt this policy. It was seconded by Commissioner King and unanimously passed.

MEDIA AND PUBLIC INFORMATION COMMITEE

Commissioner Arnold reported that she and Commissioner Horne were working on public service announcements and gathering resource information and the community calendar. United Way put together a directory of media information several years ago. The committee will update the directory with the help of United Way.

Women Images - A Look to the 80's - Commissioner Arnold reported that committee member Linda Harrison from "Friends Outside" suggested to have an information clearinghouse seminar or workshop to bring together corporations and advertising agencies to offer platforms on issues and ideas dealing with women and how their corporations handle them.

A media rolodex is being compiled and it will be a cross-reference.

LEGISLATION

The presentation of the Midwifing Bill 1896 will be tabled and presented at the next Commission meeting on January 10, 1978.

GRACE PURGANAN CASE

Commissioner Ouye reported that the committee at Hasting's decided not to readmit Ms. Purganan. Commissioner King who represented the Commission at the hearing reported that she felt it had been a fair hearing. Commissioner Ouye expressed disappointment at the outcome.

COORDINATOR'S REPORT

Marie de Carli will be the new staff person coordinating the Resource Talent Bank.

Commissioner Rothschild will be representing the Commission for the Pacifica Democrats to help in organizing a Commission on the Status of Women in San Mateo county.

The Community College District is considering a Women's Center to provide instruction and counseling and referral services. Of their last 3000 enrollees 90% were women. The Commission will be part of an advisory committee.

The Min Paek case is a success as Ms. Paek is now working at the Korean Community Center. Special thanks is given to staffperson Elizabeth Marenco for her help with this case.

A suggestion was made for children and parents to donate toys, games and books that they think may be sexist for a "museum". This would be useful in our work with parents and teachers. Commissioner Arnold and Lee will work on this project after the holiday season.

Meeting adjourned at 10:45 pm.

EM/gb

City and County of San Francisco **Commission on the Status of Women**

A G E N D A

January 10, 1978
7:30 PM
Room 282, City Hall

I. Roll Call

II. Approval of the Minutes of December 13, 1977

III. Correspondence

IV. Request for Endorsement and Support
   a. Women's Coalition for Alcoholic Women and Their Children (Joyce Garey)
   b. Refunding for San Francisco Study Center (Commissioner Medina)
   c. Research Survey on Prevalance & Sexual Assault in San Francisco (Commissioner Medina)

V. Legislation Committee - Midwife Bill AB 1896

VI. Report from the Administrative Committee
   a. Discussion of Restructure and/or Alternative Methods of Committee Work
   b. Community Meeting Schedule
   c. Proposed Meeting with Friends Board
   d. March Fundraiser

The next regularly scheduled Commission Meeting is February 14, 1978.

SJH/gb

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COMMISSION ON THE STATUS OF WOMEN
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SAN FRANCISCO, CALIFORNIA 94102
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COMMISSION MEETING

MINUTES OF JANUARY 10, 1978

ATTENDANCE: Sandy Ouye, Nikki King, Del Martin, Carole Lee, Kathy Arnold Lilia Medina, Angie Lame, Bernice Watkins, Lori Horne.

EXCUSED: Maria Caldera, Tony Rothschild.

MINUTES OF DECEMBER 13, 1977

Commissioner Watkins moved that the minutes stand as presented. The motion was seconded by Commissioner King and unanimously passed.

CORRESPONDENCE

A listing of correspondence will now be available to the Commissioners and the public at the Commission meetings. Commissioner Watkins suggested separating correspondence into information only and action pending categories. This will be done for the next set of minutes.

From: David Roberti, Senator - California Legislature sent a summary of SB 359 banning discrimination in housing against renters with children.

From: Sacramento Community Commission for Women announcing a Legislative Workshop on "Issues for Women in Family Law" to be held on Saturday, January 21, 1978 at the State Capitol, Room 4202 at 8:30 am.

From: The Women's Litigation Unit asking for support regarding SB 359 banning discrimination in housing against renters with children. Commission has taken a stand to support.

From: House of Representatives thanking Commissioner Martin for her letter on the Domestic Violence Prevention and Treatment Act.

From: Bureau of Child Nutrition Services, Department of Education announcing the initial planning of the Summer Food Service Program for Children. An "Intent to Operate Questionnaire" was enclosed along with a schedule of the Outreach Workshop Sessions to be held.

From: Art Agnos, Assemblyman announcing that AB 1302 will be heard before the Assembly Ways and Means Committee on January 11, 1978. This is the sexual preference bill and our support is being solicited as a majority of the Assembly Ways and Means Committee oppose the bill. We have previously supported this bill and testified in Sacramento.

From: University of Hawaii inviting manuscripts to be submitted for consideration of publication in the third edition of the Women's Studies Working Papers.

From: Patsy Fulcher for the California Delegation identified some of the tasks for the California Committee to implement the National Plan of Action.

From: Assemblyman Willie L. Brown, Jr. announcing the introduction of new legislation to crackdown on the over-collection of personal medical data on birth certificates.

From: S.F. N.O.W. will be picketing, Health Education and Welfare in reference to maintenance of Medi-Cal funding for abortions. It is to be held on January 20, 1978 at noon at the United Nations Plaza. Following the speakers a press conference is to be held. S.F. N.O.W. is seeking our endorsement. Commissioner Martin motioned that the Commission endorse the picket and that the press conference be held at the Commission office. The motion was seconded by Commissioner King and unanimously passed. Chairwoman Ouye will speak at the press conference.

CORRESPONDENCE

To: The Honorable Bella Abzug in reference to the implementation of the National Plan of Action by the California Women's Coalition. Commissioner Martin has offered her services to the committee which the National IWY Commission will be appointing for the evaluation of the Houston conference and implementation of its mandate. Commissioner Arnold motioned to endorse the appointment of Commissioner Martin to the evaluating committee. It was seconded by Commissioner Medina and unanimously passed.

To: Senator Milton Marks asking for reconsideration of bills SB 847-restricting use of veterans preference points and AB 359-prohibiting housing discrimination against families with children.

To: Congressmen in reference to Federal Domestic Violence Legislation. Enclosures of the Commission's position and recommendations regarding this legislation were also enclosed.

To: Assemblyman William Lockyer, Chairperson of the Assembly Labor in reference to AB 1960, Berman's pregnancy bill urging its passage.

To: To Whom It May Concern: Recommending Ms. Sandra Silver for the production of the film "Obatala's Babies" which would serve as a parents' guide to coping with and caring for medically dependent children. Assistance of funding sources also was included.

To: Senators and Representatives in reference to extension of the ratification of the Equal Rights Amendment by approving resolution H.J. 638 extending deadline from March 22, 1979 to March 22, 1986.

REQUEST FOR ENDORSEMENT AND SUPPORT

Joyce Garay, Women's Coalition for alcoholic women and their children, 63 Brady Street, San Francisco

will be structured to help alcoholic women and their children in terms of offering many support services to both the mother and the child. Counseling is offered and also a 24 hour crisis line. A residential program would accomodate eight to ten women and fifteen to twenty children depending on licensure. This is a unique program for alcoholic women and their children in the community. The staff consists of members from La Casa de las Madres, recovering alcoholics, childcare workers, alcoholic service workers and community people.

The Women's Coalition has received operational start up money and are now going to submit a proposal for a model project. The Coalition is asking for the endorsement by the Commission. Commissioner King moved that the Commission write a letter of support. The motion was seconded by Commissioner Arnold and unanimously passed.

It is the hope of the Commission to work together to make information about alcoholism and the project in the community.

Refunding for the San Francisco Study Center - Commissioner Medina gave a presentation on the San Francisco Study Center to support future funding considerations of the Center. Melinda Marble of the Center structuralized the work of the Center and its broad range of quality services that it provides to community organizations and non-profit groups. It serves as a research and technical assistance and counseling program, also it publishes an excellent newsletter focusing on City issues. The Study Center has demonstrated its goal of becoming less dependent on foundation funding; however it could not survive if support was stopped. Commissioner Watkins moved that the Commission write a letter of support for future funding considerations. The motion was seconded by Commissioner Medina and unanimously passed.

Research Survey on Prevalence and Sexual Assault - Commissioner Medina gave a brief description of the research survey that is to be funded in January. Interviewers will be interviewing women in their homes. The goal of the survey is to have a random study of rape. If respondents need counseling, the project will provide such services. Letters have been translated into Spanish and Cantonese so as it facilitate initial communication with women in the community.

A $10.00 interview fee will be provided along with transportation and childcare facilities. This survey upon its completion is to be published.

Commissioner Medina moved that a letter of endorsement be sent. Commissioner Martin seconded the motion and it was unanimously passed.

Women Against Violence in Pornography and Media, Laura Lederer - Ms. Lederer reported that Women Against Pornography were currently engaged in negotiating with the Chronicle and Examiner to limit pornography ads in the entertainment sections in respect to size and content of ads. The proposed format could only include the movie title, theatre, and phone. Petitions have been circulated regarding this. There is a rally also being put together and the coalition is seeking endorsement of the petition and rally. The rally will be February 15, at 4:30 to 6:00 pm in front of the Chronicle/Examiner offices. Commissioner Watkins motioned that this area be assigned to Commissioner Arnold who will work with the coalition, the newspapers and churches to further discuss this issue and come back to the Commissioners for further action. It was seconded by Commissioner Martin and unanimously passed.

COMMITTEES

Legislative Committee - Midwife Bill AB 1896 - Daphne Brook of the Legislative Committee presented the committee's stand and recommendations to support passage of the Midwifery Practice Act. Under the provisions of the bill physicians would determine standardization of procedures and examination for certification of midwives. The Midwifery Bill provides for a medically safe alternative and prenatal care to the standard obstetrical delivery room. The bill supports the concept that pregnancy is not a disease, and provides a viable health care alternative to pregnant women.

Commissioner Martin moved that the Commission endorse and support the bill AB 1896. It was seconded by Commissioner Lame and unanimously passed.

Administrative Committee Report

A) Discussion of Restructure and/or Alternative Methods of Committee Work

Chairperson Ouye mentioned that the committee format and chair and co-chair would now be changed to encompass areas of interest, liaison concept and projects. This would allow for flexibility of interest and work by committee members. The legislation Committee format will remain the same because of the number of bills that are introduced.

B) Community Meeting Schedule

Chairperson Ouye discussed the dates of the Community Forum meetings to be held. It was mentioned that before Commissioner Lamé goes off the Commission that she coordinate the forum in her neighborhood Pacific Heights/Marina.

Commissioner Watkins moved that the Financial District Community Forum be taken out and that Hunters Point, Bay View, and Potrero Hill be placed on the September 26 agenda of community forums. It was seconded by Commissioner King and unanimously passed.

The schedule of community forums will, therefore, be:
February 28th - Pacific Heights/Marina
April 25th - Sunset
May 23rd - Castro/Noe Valley
September 26th - Hunters Point, Bay View, Potrero Hill
October 24th - North Beach/Chinatown

C) Proposed meeting with Friends Board.

1) Commissioner Ouye asked that each Commissioner donate $20 to Friends of the Commission.

2) On January 24th, a meeting will be held with Friends. A buffet dinner will be held at 6:00 pm with the meeting following at 7:00 pm; place to be announced.

Commissioner Martin suggested that membership and renewal and recruitment could be introduced. The concept of fundraising will be better discussed and the meeting will focus on communication between the Commissioners and Friends of the Commission.

COORDINATOR'S REPORT

Coordinator Heller announced that Commissioner Kathleen Arnold has written on women's awareness, "anniversary of crisis" is to be published.

Coordinator Heller mentioned that she is going to testify at the hearing in Sacramento on the Berman Pregnancy Bill AB 1960 and Agnos Bill AB 1302 on sexual harassment. Susan is to also check on the Veteran's Preference Legislation and talk with Senator Marks regarding this.

A letter of congratulations is to be sent to the Board of Supervisors to also ask for a meeting with new members.

The Women's Advocate in Houston was fired. This appeared in Houston's newspapers. A letter is to be written to the Mayor of Houston condemning this action especially in light of the IWY conference being held in Houston.

The Women in Business Task Force will be having a workshop on Saturday, February 4th, from 9:00 am to 4:30 pm at 50 Fell Street, San Francisco, CA. Coordinators will be Beryl Feinglass and Dorothy Cox.

Commissioner Arnold and Coordinator Heller raised $350.00 - $250.00 from Embarcadero Center, $100 from Cost Plus for WOMENEWS.

A public hearing is to be held for Josette Mondanaro at 9:30 am on January 23rd, at the State Personnel Board in Sacramento. Elida Scola will represent the Commission.

Meeting adjourned at 10:15 pm.

EM/gb

2/14/78

CITY AND COUNTY OF SAN FRANCISCO

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A G E N D A

Commission Meeting
February 14, 1978
Room 282, City Hall
7:30 PM

I. Roll Call

II. Presentation:
Women in Sports - Betsy Gleckler

III. Request for Co-sponsorship:
Lesbian Law Workshops - Donna Hitchens

IV. Presentation:
Upgrading Conditions for Flight Attendants
Judith Lowson

V. Request for Endorsement:
LEAA Project Adapting Movies on Sexual Assault into Spanish--Commissioner Medina

VI. Administrative Committee:
Chairperson Sandy Ouye

VII. Discussion:
IWY Event for March 8th

VIII. Committee Reports:
Legislation - FEPC Bills, AB 1915 & AB 1975
Resource Talent Bank - Conference
Other Committee Reports

* * *

Next meeting will be February 28, 1978 at 7:30 PM
at Garfield School, 2340 Jackson Street, San Francisco.
This will be a community meeting Marina/Pacific Heights.
The public is welcome to this and all Commission meetings.

gb

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COMMISSION ON THE STATUS OF WOMEN
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COMMISSION MEETING

Minutes of February 14, 1978

ATTENDANCE: Sandy Ouye, Nikki King, Carole Lee, Angie Lame, Bernice Watkins, Lori Horne, Tony Rothschild, Maria Caldera

EXCUSED: Lilia Medina, Kathy Arnold, Del Martin

CORRESPONDENCE:

From: Lindy Boggs, 2nd District - Congress of the United States thanking Commissioner Martin for the Commissions' thorough letter in reference to the domestic violence bills. Congresswoman Boggs hopes to discuss the issue personally with Commissioner Martin.

From: WREE - who have sent copies of "The Women's Bill of Rights" and the Keynote Speech of the First National Convention of Women for Racial and Economic Equality.

From: Los Angeles County Commission on the Status of Women - who plans to hold a one day conference for members and staffs of California Commissions on the Status of Women, for exchange of information and project sharing. It will be held on Saturday, February 25, in the cafeteria of the L.A. County Hall, 500 West Temple Street, Los Angeles from 9:00 am to 4:00 pm.

From: Sonoma County Commission on the Status of Women - regarding the proposed meeting of Northern California Commissions. The proposed meeting would take place on April 15, 1978 in Santa Rosa from 9:00 am to 4:00 pm. A proposed agenda was attached.

From: U.S. Senate, S.I. Hayakawa - thanking Commissioner Martin for the Commissions' letter in reference to the extension of the deadline for the ratification of the ERA. Senator Hayakawa is against it.

From: California Commission on the Status of Women - announcing that they will be holding a state-wide hearing on "Women in the Visual Arts" on Friday, February 24th at the Los Angeles State Building first floor auditorium, 107 South Broadway. A press release was attached.

From: Planned Parenthood - thanking the Commission and Chairwoman Sandy Ouye for our participation in the press conference for maintaining state funding of abortions.

From: University of California, Teresa A. Bello, Assistant Clinical Professor - voicing her support of expansion of public health clinic hours.

From: Office of the Mayor - announcing the formation of a five person Management Assistance Group within the Mayor's Program/Budget Office.

From: WEECN - asking for materials relevant to the "Women's Educationa Equity Communications Network". Suitable materials will become part of the WEECN data base and will be annoucned in the abstract index journal "Resources in Women's Educational Equity."

From: Women's Rights Task Force Coordinator, Dept. of Justice - announcing that two special meetings of the Attorney General's Statewide Conference on Domestic Violence is tentatively scheduled for the week of April 24-28, 1978. An informational meeting will be held on Wednesday, February 22, 1978 at 10:00 am, Office of the Attorney General, State Building, 350 McAllister, 6th Floor, San Francisco. Agenda was attached.

To: Mr. Robert Gicker, Vice President, Corporate Affairs, Wells Fargo Bank - seeking corporate sponsorship of WOMENEWS.

To: Assemblyman Daniel Boatwright - stating our support of AB 1645 which would require enforcement of California minimum jail standards and expand standards to prohibit sex discrimination in jail programs and facilities.

To: Ms. Bella Abzug - recommending Commissioner Martin to serve on the National IWY Commission Committee that will be evaluating the Houston Conference and implementing its mandate.

To: Mr. Mark Merin, Sacramento Law Collective - requesting bail for Ms. Louise Harris be reduced to "a fair and reasonable bail".

To: Ms. Roberta Nichols of the 1978 Achievement Award Chair - supportin the nomination of Ruth Gordon for the Society of Women Engineers achievement award.

To: San Francisco Study Center - supporting future funding consideratio for the Center.

To: Assemblyman Gordon Duffy, Chair Sub-committee on Health Personnel - endorsing AB 1896. The Midwifery Bill provides for a medically safe alternative to the standard obstetrical delivery room.

To: Dr. Mervyn Silverman, Director of Public Health Personnel - requesting a meeting to discuss public health clinic hours and the Commission's objective to provide more accessibility to working mothers/ single parents who have little or no flexibility in their work schedules.

To: Board of Supervisors - requesting more part-time jobs in city government without increasing the city budget and reduce the tax burden of unemployment and welfare.

To: New Members of the Board of Supervisors - congratulating their election, and asking for a meeting to facilitate communication as to the goals of the Commission on the Status of Women.

To: Senator Rose Vuich - expressing our support of SB 359 which would end housing discrimination against families with children in renting housing.

To: S.F. Women's Center - supporting the efforts of the Women's Coalition for Alcoholic Women and Their Children a program for alcoholic women that is being formed.

To: Mary Spencer, N.O.W. President - commending her on the program on "Family Law" which was held at Hastings College of Law in February.

MINUTES OF JANUARY 10 and 24, 1978 - Stand as presented.

PRESENTATIONS:

-Upgrading Conditions for Flight Attendants, Judith Lowson

Judith Lowson is a member of the Independent Union of Flight Attendants which represents Pan American Airlines. She discussed the health hazards facing flight attendants in view of ozone exposure, inadequate rest facilities for flight attendants, pregnancy discrimination policies, managerial advancement and affirmative action.

Acute exposure to the ozone layer seriously is affecting flight attendants and travelers and neither the FAA nor Pan American Airlines are doing anything to equip aircrafts with effective methods of "ozone gas" control.

Rest facilities are provided for the cockpit crew on long flights but not for flight attendants.

Flight attendants have no maternity benefits (vacation and sick leave cannot be used), seniority stops during pregnancy.

Managerial advancement possibilities for flight attendants and affirmative action programs have not been stressed.

Ms. Lowson asked that the Commission write a letter of endorsement of concepts of these issues to be sent to Pan American Airlines. Also that a letter be sent to both Pan Am and the FAA to require mandatory investigation and implementation of "ozone" gas protection on all aircraft.

Commissioner Watkins motioned to pass this issue over to the Employment committee for more investigation before voting on it. There also was a question as to the Commissions interference in union negotiations. The motion was seconded by Commissioner Rothschild and failed.

Commissioner Rothschild motioned a letter be written to the FAA with a copy to Pan Am requesting a study and affects of "ozone" to flight attendants and travelers and implementation of methods of prevention to be installed on all aircraft. The motion was seconded by Commissioner King; it carried by a 7-1 vote with Commissioner Watkins dissenting. Commissioner Rothschild also motioned a second letter be sent to Pan Am in reference to the Federal and State Legislation already passed in reference to pregnancy policies, managerial opportunities for advancement, rest facilities and affirmative action implementation for flight attendants. It was seconded by Commissioner Lamé and passed unanimously.

-Lesbian Law Workshop

Staffperson Elida Scola announced workshops to be held on six consecutive Tuesday nights beginning April 18, at the Y.W.C.A., 620 Sutter Street, San Francisco. The workshops will include legal systems pertinent to the lesbian woman. Ms. Scola requested that the workshop be co-sponsored by the Commission on the Status of Women and the YWCA with Donna Hitchens of the Lesbian Law Project. Commissioner King motioned to support the co-sponsorship of the Lesbian Law Workshop. The motion was seconded by Commissioner Rothschild and passed unanimously.

-LEAA Project

Commissioner Ouye in view of Commissioner Medina's absence asked for the Commission's endorsement of the LEAA Project adopting Movies on Sexual Assault into Spanish. Commissioner Watkins moved to endorse the project. It was unanimously passed.

-Resolution Redesign Plan

Staffperson Kay Curry submitted to the Commissioners a draft resolution regarding the San Francisco Unified School District Redesign Proposal. The Plan would necessitate reshuffling of curriculum, students teachers, and grades, i.e., Junior High to Middle School. The Commission on the Status of Women's resolution to amend the redesign proposal to support quality education and to develop an overall plan to develop maximum usage of "safe" school district surplus spaces, need for specific ways that by which program can be improved and the development of a more realistic timetable for the implementation

of plan before adoption to include input from administrators, teachers, parents students and staff. Also the COSW has gone on record as supporting the Arnet Bill which stipulates that the Board of Education cannot close a school until the community has had a chance to voice its opinion on the closure of the school in question.

Commissioner Watkins motioned to adopt and support the resolution of the Commission on the Status of Women on the Redesign Plan. It was passed unanimously and Kay Curry left the Commission meeting to present the resolution to the school board.

ADMINISTRATIVE COMMITTEE

-March Fundraiser - Chairperson Ouye announced that a reception to honor Coordinator Heller will be held at the Commission, 2nd floor on Thursday, March 16th, from 5-8 pm, $5 donation. Funds will go to activities of the Commission. Donations of food, decorations and help with invitations and tickets will be gladly accepted.

-Restructuring of Committees - Committees will now address the needs of the community through projects and programs.

-Community Commission Meeting - Commissioner Horne announced that representatives of the Financial District have asked to have a Community meeting and to postpone the Sunset district meeting and substitute it with the Financial District.

Commissioner Rothschild motioned to add another Community Commission Meeting to cover the Financial District. Commissioner Lamé seconded the motion. The motion failed 3 to 4.

Commissioner King motioned that the Financial District Community Meeting substitute the Sunset Community Meeting. The motion passed 5 to 2.

Commissioner Horne motioned that the 1st Community Meeting for 1979 should be in the Sunset District. The motion passed 6 to 1 with Commissioner Rothschild dissenting.

-Budget - The COSW budget for '77-'78 was submitted. Coordinator Heller proceded to analyze it for the Commissioners. Commissioner Caldera moved to accept the presented budget. It was seconded by Commissioner King and passed unanimously.

-WOMENEWS Summary - The Commission composite compiled by staffperson Elizabeth Marenco is being submitted to the editor and will be in the upcoming issue of WOMENEWS.

-Commission Relocation - The two locations in contention are 333 Golden Gate Avenue and 497 Fulton Street. Other sites are being considered. The decision will be made by Chairperson Ouye, Susan Heller and Cathy Smallwood.

IWY EVENT FOR MARCH 8th

Last year a forum was held for IWY Day. It was suggested that this year on March 14 meeting, Commission delegates be invited to speak to give an update of what has been going on since the IWY Conference in Houston.

Also a tape of the IWY Conference in Houston is available for viewing.

COMMITTEE REPORTS

Legislation

Gretchen Beck of the Legislation Committee reported that FEPC bill 1915 and 1075 amends Fair Employment practices to include civil action in civil court. AB 1915 is more complete to include the provision of attorney fees and costs to be paid by the court.

Legislation Cont.

Commissioner King motioned to write a letter of endorsement of AB 1915. It was seconded by Commissioner Rothschild and passed unanimously.

-S 1437 -Regina Sneed of the Legislative Committee reported on S 1437 which would codify and revise the Federal criminal laws. The content of this bill is rather long and does not help women. The bill is inconsistent with maintaining our system of individual rights. Therefore the COSW should oppose this bill.

Commissioner Rothschild motioned to write a letter to oppose S 1437. It was seconded by Commissioner King and unanimously passed.

-HR 5055 - S 995 - Mary Vail, Co-chairperson of the legislative Committee reported on these Federal Pregnancy Discrimination bills that parallel the State Berman bill AB 1960. SB 995 is a better bill as it has compliance of a health plan with a 1 year grace period.

Commissioner Rothschild motioned to write a letter of support of S 995. It was seconded by Commissioner Caldera and unanimously passed.

Also Ms. Vail mentioned that Governor Brown has submitted his budget that would include $34 million for abortions. She asked for support of this budget item.

-Bill Status Update - A legislative roster was prepared by Elizabeth Marenco. A comprehensive legislative roster of legislation covering 1977 that have been studied and reported on by COSW is available at the Commission office.

Resource Talent Bank

Commissioner King will defer her report until the next meeting.

Employment

Salary Standardization Study/Equal Pay for Comparable Work

That part of the work force employed by the City and County of San Francisco which is covered by the Salary Standardization Ordinance is composed of 45% women and 55% men, a figure which would seem to indicate that progress is being made in equalizing employment opportunities for women.

But look at the salaries paid to the men and women in this group reveals a greater inequality, with men predominating in the highest salary ranges, while women make up an increasing proportion of the workers as we proceed DOWN the salary scale.

It has been suggested that such inequalities are due to men having more education and experience than women, but comparable pay studies by San Diego librarians, the State of Washington, and the San Lorenzo Unified School District have found an average difference of over 20% between the salaries paid to women and those paid to men for jobs requiring comparable skills. (Both the Washington State and and San Lorenzo studies used a task factor analysis job evaluation system. Such a system takes into account not only education, training and experience, but also, judgement required, supervision exercised, contacts, working conditions, and physical effort.) These studies indicate that the social bias against "women's work" results in women's occupations paying less than men's, and that traditional employment patterns find both men and women in sex segregated occupations.

As library work is one of those sex-segregated and relatively low-paid fields, the Bay Area Chapter of Women Library Workers joined with the San Francisco Commission on the Status of Women to do a preliminary study (using as source documents, the Salary Standardization Ordinance, EE04 printouts, and job descriptions. Data is from fiscal year 1977-78 figures. A data card was made for each miscellaneous classification - nearly 1,600. Each card included the class number, number of men in the class, number of women in the class, maximum monthly salary, and a numeric code indicating

experience required. These cards were then hand sorted and tallied in various ways.)

The purpose of this study was to determine the extent of sex segregation in the workforce of the City and County of San Francisco and the effect of this segregation on women's salaries.

We found that sex segregated employment patterns do exist among city workers, and that they do affect salaries. While the average salary of men in the classes studied is 46% more than the average salary of women, the average salary of men in male dominated classifications (those in which 75% or more of workers are men) is 74% more than the average salary of women who are in female dominated classes. In each case we are talking about the majority of city workers - most men are in male-dominated classes, most women are in female dominated ones. In fact, women are found at all, in only 31% of classes while men are present in 88%. Giving men almost three times as much job mobility.

When we look at jobs with comparable requirements of education and experience, the inequality remains. Two predominately female occupational series were selected for detailed analysis-Librarian and Clerk Typist. The salaries set for predominately male classifications with the same requirements as classifications in the Librarian series are, on the average, 21% more; Predominately male classes comparable to the Clerk Typist series are paid an average of 64% more.

Commissioner Caldera motioned to support this report. It was seconded by Commissioner King and passed unanimously. Commissioner King commended Carol Leita and Diane Nygaard for their fine work on this project. Copies are available at the Commission office.

The preliminary critique of the Civil Service Affirmative Action Plan prepared by the COSW Affirmative Action Task Force will be presented to the Civil Service Affirmative Action Advisory Committee on February 15th.

Commissioner King briefly reported on the Permanent-Part-time. Supervisors Kopp and Dolson of the Finance Committee are concerned that the Charter provides full health benefit coverage to part-time workers. This provision slows down implementation of permanent part-time. The Commission will consider Charter change to pro-rate health benefits.

Meeting adjourned at 10:10 PM.

EM/gb

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February 28, 1978

7:30 p.m.

Pacific Heights/Marina Community Meeting

Garfield School

20340 Jackson St.

I. Roll Call

II. Opening Remarks and Introductions- Commissioner Angie Lamé

III. Overview of the Commission- Chairperson Sandy Ouye

IV. Presentations by Organizations of Individuals- Commissioner Lamé (sign-up sheet available)

V. Summary of Community Forum

VI. Minutes of February 14

VII. Correspondence

VIII. Commission Business

- Request for support for Hastings Law School, Special Admissions Policy-- Laurie Suzuki and Danette Sakoda
- Charter Amendment in Pro-rating Permanent Part-time Health Benefits
- Request for support of the Bay Area Coalition Against the Briggs Amendment
- Support of NOW'S Resolution before Board of Supervisors prohibiting expenditures of city funds for conference participation in States which have not ratified the ERA
- Request for support against resolution Muni fare increases (adverse impact on economically disadvantaged)
- Official position of Commissioner or Affirmative Action Project for City and County of San Francisco

IX. Coordinator's Report

Next Commission meeting City Hall, March 14, Rm. 282

SH/gp

CITY AND COUNTY OF SAN FRANCISCO

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COMMISSION MEETING: Pacific Heights/Marina Community Meeting

Minutes of February 28, 1978

ATTENDANCE: Sandra Ouye, Nikki King, Carole Lee, Angie Lamé, Bernice Watkins, Tony Rothschild, Maria Caldera, Lilia Medina, Kathy Arnold, Del Martin

EXCUSED: Lori Horne

CORRESPONDENCE:

From: National Organization for Women, S.F. Chapter asking for Commissioner Martin's participation in this years Equal Rights Rally to be held on Saturday March 11 from 11 am to 3 pm at the Band Concourse in Golden Gate Park. Commissioner Medina will be speaking at the rally.

From: Helen Fama of Friends of the Commission thanking the Commissioners for their contribution to pay for the Gestetner.

From: S.F. Women's Centers asking to meet with Coordinator Heller to update on the Women's Directory Project and do planning about the directory's future direction.

From: KGO-TV placing Commissioner Lee's name on a community ascertainment list as a form of establishing regular lines of communication to be reflected in future on and off-air programming for the station.

From: Office of the Sheriff thanking the Commission for its support of CETA staff needed for the S.F. Women's Center.

From: Office of the Mayor requesting that Commissions make available a representative to meet and confer with various union representatives to discuss sessions that are presently taking place. Commissioner Caldera with Commissioner Watkins as backup, will participate at these meetings.

From: La Casa de las Madres announcing that it has reopened offering all its former services. In celebration a get together is to be held at the offices of Assemblyman Willie Brown on Tuesday, Feb. 28, from 5-7 pm.

From: S.F. Department of Health. Dr. Isolde Leowinger, Director of Maternal and Child Health will be meeting with Chairperson Ouye to discuss women's health issues.

From: Lt. Gov. M.M. Dymally. A proposal was submitted for a conference "Women in the Workplace" coordinated by Margaret McCormack and Emma Childers. The next organizational meeting will be Tuesday, Feb.21 at 5 pm at S.F. City College, Bungalow 223. Lydia San Filippo, staff person is involved in the planning stages.

From: National Committee to Overturn the Bakke Decision announcing a massive campaign to reach thousands of people in the San Francisco and Bay Area is being planned. The National Week of Education will be February 19 through 25.

From: Sonoma COSW who submitted a secondary packet on "Women's History Week".

CORRESPONDENCE PACIFIC HEIGHTS/MARINA COMMUNITY COMMISSION MEETING
February 28, 1978

TO: Pan American Airlines in reference to their pregnancy policies, managerial opportunities for advancement, rest facilities and affirmative action implementation for flight attendants.

TO: Federal Aviation Administration requesting a study and effects of "ozone" gas to flight attendants and travelers and implementation of methods of prevention be installed on all aircraft.

TO: Legislators supporting the passage of AB 1915 which would amend the Fair Employment Practices Act to include civil action in civil court.

TO: U.S. Senators opposing the passage of S 1437 which would codify and revise the Federal criminal laws which would be detrimental to the American system of individual rights.

TO: Legislators supporting S 995 which is the Federal Pregnancy discrimination bill.

TO: Legislators in support of the budget allocation $34 million dollars for federally funded abortions.

MINUTES OF February 14, 1978- Stand as presented.

Opening Remarks and Introduction

Commissioner Lamé opened the meeting by welcoming everyone and introducing the Commissioners.

Overview of the Commission

Chairperson Ouye gave a brief overview of the role of the Commission on the Status of Women, its structure and accomplishments. She expressed the goal of the community meetings was to make the COSW more visible to the different communities.

Presentations:

Janet Ziebarth (1016 B Shotwell, S.F.) from "Women Fight Back Network" explained that this new organization is gathering impetus information, and members. They are trying to create a network of womens groups to serve as a contact as a resource and referral center dealing with women's issues. As this group is in its formative stage publicity and contacts in the Bay Area is being requested.

Chairperson Ouye motioned to support in concept the goals and work of this organization. It was seconded by Commissioner Medina and passed unanimously.

-Request for support for Hastings Law School, Special Admissions Policy.

Liz Sandoval and Laurie Suzuki who represented LEO Program at Hastings College of Law oppose policy of Hastings faculty and administration to eliminate effective community and student participation in the selection of minority applicants. They oppose this action as it is a steady cutback of the special admissions program at Hastings. This program is vital to minority and economically disadvantaged communities everywhere. They are asking for support of 8 demands made to faculty and administration. A rally and demonstration is to be held on Friday March 3 at Hastings from9-4 pm. A program and speakers have been scheduled.

Commissioner Ouye suggested that supportive services and followup to minority students to be stressed. Commissioner Rothschild motioned that a letter be written to Dean Anderson stressing the 8 points requested by the LEO. The motion was seconded by Commissioner Caldera and it passed unanimously.

Presentations (con't)

-Charter Amendment in Pro-rating Permanent Part-time Health Benefits
Commissioner King reported that the Permanent Part-time employment was a viable option for working mothers and/or women who were still going to school. However, the major barrier toward full implementation continues to be the charter provision which mandates full coverage for part-time employees. Supervisors Kopp and Dolson of the Finance Committee are against this provision as more ad valorem money would need to be allocated. It has been suggested to the Commission that a charter amendment be drawn up to pro-rate health care so that more city departments utilize the permanent part-time option.

Before any decision is taken, both unions and new Supervisors be first polled so as to get feedback on the political climate of this issue.

-Request for support of the Bay Area Coalition Against the Briggs Amendment.

Paula representing the Bay Area Coalition Against the Briggs Amendment announced that on March 17 a "speak out" is to be held at the First Unitarian Church, Franklin and Geary in San Francisco. There was also discussion on how the Briggs Amendment would adversely affect gay teachers. Commissioner Watkins motioned that the Commission endorse the speak out. It was 2nd by Commissioner Arnold and pass unanimously.

-Support of NOW'S ERA Resolution before the Board of Supervisors.

NOW presented a resolution which would prohibit expenditures of city funds for conference participation in States which have not ratified the ERA. THis is before the Finance Committee awaiting an opinion from the City Attorney.

Commissioner Martin motioned to endorse the NOW resolution and send a letter of endorsement to the Board of Supervisors. The motion was seconded by Commissioner Medina and passed unanimously.

-Request of Support Against the Proposed Muni Fare Increases.

Paula Hennig of the Muni Coalition reported that the S.F. MUNI must raise 33% from operating expenses revenues. This would mean that MUNI would have to raise its fares thereby affecting those least able to pay. Additionally it would serve to further deny access to equality of employment and education, especially to women as 51% of MUNI riders are women.

Many Commissioners indicated that they did not have sufficient information to cast votes on this issue at this time. The Commission did acknowledge that adverse economic input should play a key role in determining rate increases. Acting on a motion by Commissioner Arnold, the Commission decided to send a letter to the Public Utilities Commission asking them to include input on economically disadvantaged in the environmental impact report.

-San Francisco Affirmative Action Program.

Coordinator Heller announced that the recent Affirmative Action Plan Pointed out several items for the COSW to consider 1) all city departments should have an A/A plan 2) a firm committment must be made for a city-wide plan.

Commission Strategies:

I) Clear statement from COSW to the Mayor, CAO, Board of Supervisors, Civil Service, requesting response.
II) COSW recommend Mayor and Board review each department's A/A committment in terms of achieving goals and time tables during the budgeting process.

Commissioner Watkins motioned to approve COSW concept and have the appropriate letters written. It was seconded by Commissioner Arnold and unanimously passed.

Other Items

-Commissioner Arnold announced that S.F. State will be having a Broadcast Industry Conference. The guest speaker will be Dr. Donna Allen,well known publisher of "Media Report to Women". Commissioner Arnold suggested that Dr. Allen spend one additional day to address various women in the area. This will be a joint venture with S.F. State and COSW will use its outreach capabilities.

-Commissioner Medina stated that a resolution has been brought to the Recreation and Park Department to have public access to all city land, parks, and buildings, thus ending exclusive rights to just club members. In the past, the Commission has supported the cause of female long distance swimmers denied access to the facilities of clubs in the Marina on land owned by the city.

-Commissioner Arnold motioned that the Commission on the Status of Women endorse the concept and send a letter to the Park and Recreation Department. It was unanimously passed.

-Equal Education Rights-1029 Vermont Ave. N.W. #800 Washington D.C.

Holly Knox who is the Director has been dealing with "Title IX" requiring that there be no discrimination in education. In trying to enforce this, her program has prepared a kit with statistics and actions to take for schools that are being discriminatory.

Some of the ways action can be taken against a school are:

1) Publicize Documentation
2) Grievance Procedure
3) HEW
4) School Board

Ms. Knox will be sending a sample action kit to the Commission.

Co-ordinator's Report

Co-ordinator Heller reported on the following:

a) Susan Heller attended the Legislative and Personnel Committee hearing of the Board to support increase in clerical salaries.

b) A seminar was held at 50 Fell Street on grant writing and sponsored by Far West Laboratories through the Women's Equity Act. Marie de Carli from staff attended the meeting.

c) Susan Heller and Cathy Smallwood are preparing a transition plan for staff. It will be presented to the Administrative Committee on March 9.

d) Susan will testify on March 15 on behalf of the Berman pregnancy bill in Sacramento at the Senate Industrial Relations Committee.

e) An annual report for the COSW is being written. Input was requested from Commissioners.

Administrative Committee Report

A "Needs Assessment" memo from staff was reviewed and the staff concerns will be included in the transition. On March 9 the Administrative Committee will meet at 5:00.

Fundraiser

The invitations for the March 16, fundraiser/reception honoring Susan Heller have been mailed. Any help with cleaning, decorations and food would be appreciated.

Special thanks to staff person Marie de Carli for her help in organizing this Pacific Heights/Marina Community Meeting.

The meeting adjourned at 10:15.

EM:gp

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MAR 10 1978

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A G E N D A

Commission Meeting
March 14, 1978
Room 282, City Hall
7:30

I. Roll Call

I. Minutes of February 28, 1978

III. I.W.Y. follow-up. Patsy Fulcher, Chairperson California Delegation

IV. Requests for support

-Research project on Asian American women. Dr. Joanne Yamauchi

-Presentation to support Infant Formula Action Coalition. Sandy Silver

-San Francisco Bay Times endorsement.

-Lesbian Task Force Purpose Statement

V. Report on meeting of local Commissions in Los Angeles. Commissioner Nikki King

Plans for April 15 meeting of Northern California Commissions.

VI. Administrative Committee Report
Chairperson Sandy Ouye

VII. Committee Reports

-Resource Talent Bank

-Housing

-Legislation

* * *

gp

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COMMISSION MEETING: CITY HALL ROOM 282, 7:30 PM

MINUTES OF MARCH 14, 1978

ATTENDANCE: Commissioners' Sandra Ouye, Nikki King, Carole Lee, Bernice Watkins, Tony Rothschild, Maria Caldera, Lilia Medina, Lori Horne, Del Martin.

EXCUSED: Angie Lamé, Kathleen Arnold

MINUTES OF FEBRUARY 28, 1978

The meeting was called to order by Chairperson Ouye. Commissioner Watkins moved that the minutes stand as presented. The motion was seconded by Commissioner King and unanimously passed.

Chairperson Ouye introduced Dr. Catherine Smallwood, Associate Coordinator as the new Acting Coordinator for the Commission on the Status of Women during the absence of Susan Heller who will be taking her leave of absence as of March 24, 1978.

Commissioner Watkins introduced Ella Hill Hutch, Supervisor of district five who was a member of the audience. She addressed both the Commissioner's and the audience. She stressed the fact that the passage of the ERA should be of major focus for all women at this time. As women are still dependent on male legislators women have to reach out bringing women together in organizations in order to mobilize women's power. The power referred to is that of voting and economic power. Today's woman is still deluded in believing that she has her rights and that it is normal to live as a second class citizen. A network of organized women with the goal of educating men not competing to obtain equal opportunity.

Supervisor Hutch further stated her support of the new Acting Coordinator, Dr. Smallwood, whom she has known for many years as being the forefront of a wide-range of community activities.

She also expressed her thanks to the Commission for its continuing work to break the historical barriers facing women and she pledged her continuing support.

Also introduced by Commissioner Watkins was Mrs. Rosa del Castillo-Guilbaut, Community Affairs Director for Channel 7, who commended the Commission on the Status of Women for its fine work acting as liaison between city government and the community.

A member of the Hispanic Womens Network, Rosa indicated a desire to work with the Commission pointingout that various representatives who were present also shared this desire. Additionally, they are interested in introducing the Commission to other Hispanic women and encouraging them to participate in various COSW committees. In conclusion, she expressed support for the Commission and the new Acting Coordinator.

CORRESPONDENCE

From: Sonoma County COSW-enclosing the first packet of information and resources for exchange of information between commissions. The San Francisco COSW's packet deals with AB 1960, pregnancy legislation.

From: Mayor's Office of Employment and Training-outlining the city policy in reference to allowable educational training activities.

From: Office of the Mayor-proclaiming Saturday, March 11th, Women's Rights Day in San Francisco. Also, the third annual "Day in the Park for Women's Rights" will be held at the bank concourse in Golden Gate Park on March 11th.

CORRESPONDENCE CONT.

From: Women's Campaign Fund-asking for the Commission's participation in fundraising luncheon to be held in March or April to support the work of this newly formed, non-profit organization whose purpose is to elect more women to political office.

From: National Organization for Women-to Commissioner Medina who will be speaking at the "Day in the Park for Women's Rights" at 11:10 am following Supervisor Hutch.

From: Women Entrepreneurs-announcing that Countess Diane Von Furstenberg will be addressing the First Annual Dinner of Women Entrepreneurs to be held on Wednesday, March 15, 1978 at 5:30 pm in the Imperial Ballroom of the San Francisco Hilton Hotel.

From: Art Agnos, Assemblyman-announcing that he is currently in the process of drafting legislation which would give women legal protection from harassment that might be suffered on the job because of sexual advances made by a person who has power over their job.

From: Independent Union of Flight Attendants, Judith Lowson-Ms. Lowson who made a presentation at a former Commission meeting sent two copies of the latest newspaper articles on "Ozone".

From: Chico Area Commission for Women-supporting the IWY conference that was held in Houston. A careful investigation of the many emotional charges about the manner in which the State and National meetings were conducted.

From: S.F. Tenants Union-announcing the expanded hours of the S.F. Tenants Union who offers tenant services in counseling, tenant union information, and legal right education. Phone 863-9191, 7:30 to 9:30 pm, Monday through Thursday, in addition to the afternoon shifts.

From: S.F. Women's Centers-announcing four full-time CETA positions to create an information and referral/resource center for older women.

From: Office of Secretary of Treasury-investigating alleged policies and practices which discrimination against ethnic/racial minorities and females in employment. Statistics were given.

To: Northern California Commissions-Directors/Coordinators asking for representatives to be sent to the meeting on Title IX compliance to be held at the COSW office on March 13th.

To: Board of Supervisors-urging the city to take action to change the employment profile by developing a comprehensive affirmative action plan that would be reviewed and evaluated at the time departmental budgets are being considered by the Mayor and the Board of Supervisors.

I.W.Y. FOLLOW-UP

A progress report was given by Commissioner Del Martin. As a member of the National IWY Commission Committee that will be meeting this month in Washington D.C. to implement the National Plan of Action. This committee will also be meeting with the President and be making a presentation to the Smithsonian Institute. The agenda of the meeting is to include possibilities of funding.

REQUEST FOR SUPPORT

A) Research Project on Asian American Women - Dr. Joanne Yamauchi

Dr. Yamauchi is a professor of Communications who is to conduct a research project dealing with culturalization, to occupations, and status in reference to the Chinese, Japanese, Korean and Phillipine communities of San Francisco. The study will contain comparison group interviews divided into professional, managerial, female occupations, and non-managerial areas along with social family background, education, ethnic, social and communication patterns. The information will be maintained in confidentiality.

A grant proposal has been submitted to HEW and the proposal has been approved. Funding is forthcoming. Dr. Yamauchi is requesting assess of COSW resource lists.

M/S/C Martin/Horne That the Commission cooperate with Dr. Yamauchi in supplying its resource lists.

B) Presentation to support Infant Formula Action Coalition - Sandy Silver

This presentation is to be tabled until the next meeting as Sandy Silver could not appear because of illness.

C) San Francisco Bay Times endorsement - Susan Elizabeth representing the S.F. Bay Times

The S.F. Bay Times wishes to establish more communication within the Gay community through endorsing public forums, education, housing, violent crimes against gays, employment discrimination, directories, media guide and the newspaper. A housing committee is to be established for coalition building. The first issue of the newspaper will be coming out in early June. Ms. Elizabeth has asked the Commission to support the "Bay Times" program for 1978 and 1979.

M/S/C King/Medina that the Commission support the "Bay Times" program.

D) Lesbian Task Force Purpose Statement - Staff person Elida Scola

Staff person Elida Scola presented the statement to the Commission, the intention of which is that the Lesbian Outreach Task Force under the Commission will educate its members and promote self-valuing wholeness for all women with emphasis on abolishing Lesbian taboos and consciousness-raising.

Also "Lesbian Rights Workshops" will be held in April and May on various issues that are pertinent to today's law. The first workshop will be held April 18th at 7:00 p.m. at the YWCA, 620 Sutter Street, San Francisco.

Elida ilicited the support of the Commission and emphasized that attendance and membership to the task force was not limited to only Gay Women.

M/S/C Rothschild/King that the Commission support the Lesbian Task Force Purpose Statement.

E) Policy Decision to Support Budgets

Chairperson Ouye asked for the Commission's position concerning supporting the public defenders office budget. Commissioner Rothschild suggested that the city attorney be consulted regarding the Commission's position on supporting budgets other than that of the Commission itself. However, it was the consensus that a policy decision is necessary at this time.

M/S/C Watkins/Horne-that the Commission make policy not to approve anyone's budget.

MEETING REPORT OF LOCAL COMMISSIONS IN LOS ANGELES

Commissioner King reported that she attended this one day conference that was well attended. The main focus was to have all the Commissions support the National Women's Conference Resolution and to send copies of this resolution to all available resources. Discussions were also held on the Commission's considering a project on self-defense against rape, similar to the project at the Los Angele Commission on the Status of Women. It was also suggested that a State Association of Commissions be formed in order to facilitate dissemination of information on issues. It is not quite clear at this time the role of the existing State Commission therefore, the Commission will invite Maxine Ussery of the State Commission to define the role of the State Commission.

PLANS FOR APRIL 15 MEETING OF NORTHERN CALIFORNIA COMMISSIONS

This conference is to be held in Sonoma County and will consist of a series of issue oriented workshops. Commissioners and staff will be attending this meeting. Commissioners will also be facilitators of same workshops.

ADMINISTRATIVE COMMITTEE REPORT

Chairperson Ouye reported that the following items needed approval by the Commissioners to establish policy.

A) The Resource Talent Bank screening committee is to contain no staff persons from the Commission on the Status of Women.

B) 10% of staff time is to be allowed for outreach work.

C) Outside individual complaints should be routed to the staffperson who staffs the area in question.

D) Staff should not be hired to perform only one function.

M/S/C Caldera/King-approved the above to establish policy.

COMMITTEE REPORTS

Resource Talent Bank

Commissioner King gave an overview of the Screening Committees propose work to interview potential candidates for appointments to city commissions and boards. The Screening Committee now has 17 members of varied ethnic and organizational backgrounds. The Screening Committee will be interviewing without the help of the Commissioners.

There was question as to the viability of having the screening committee have oral interviews in view of the subjective area that will enter in the interview. It was discussed that the Commissioners should take part in Screening Committee and that there be no oral interview, only screening based on resumes submitted as the Commissions role should only be a referral role rather than a subjective role. Also the rejected names of applicants along with those to be referred should be submitted at the Commission meeting for a vote.

M/S/C Rothschild/Horne-that there be no oral interview in the screening process. The motion was passed by a vote of 6 to 3.

M/S/C Unanimous Horne/Medina-that the Commissioners participate in the Screening Committee on a volunteer basis.

M/S/C 8 to 1 Horne/Watkins-that a list of the rejected names along with those to be recommended be submitted to the Commissioners at the meetings for vote.

COORDINATOR'S REPORT

Cathy Smallwood, the new acting coordinator reported that she was able to obtain on loan, much needed office furniture from the Department of Labor.

A new location for the Commission on the Status of Women has been decided on. It will be 544 Golden Gate Avenue. The supplemental is being prepared to be submitted.

Meeting adjourned at 11:10 pm.

EM/jh/gb

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City and County of San Francisco **Commission on the Status of Women**

April 11, 1978

A G E N D A

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I. CALL TO ORDER

II. ROLL CALL

III. MINUTES OF MARCH 14, 1978

IV. CORRESPONDENCE

V. REQUEST FOR SUPPORT

- Presentation to support Infant Formula Coalition - Sandy Silver
- Work Furlough Program Change - Mary Vail

VI. ADMINISTRATIVE COMMITTEE REPORT - Chairperson Sandy Ouye

VII. COMMITTEE REPORTS

- Resource Talent Bank
- Housing
- Legislation

VIII. COORDINATOR's REPORT

IX. OTHER ITMES, ANNOUNCEMENTS

X. ADJOURNMENT

CS:jh

(415) 558-3653 50 Fell Street, first floor San Francisco 94102

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City and County of San Francisco Commission on the Status of Women

April 3, 1978

APRIL CALENDAR

COMMITTEE MEETINGS

Wednesday, April 5, 1978	6:00 pm	FRIENDS of the Commission
Thursday, April 6, 1978	3:30 pm	Legislation Committee
Tuesday, April 11, 1978	7:30 pm	*Full Commission Meeting Room 282 - City Hall
Wednesday, April 12, 1978	3:30 pm	Lesbian Task Force
Wednesday, April 12, 1978	5:30 pm	Housing Committee
Monday, April 17, 1978	1:30 pm	Violent Crimes Committee
Thursday, April 20, 1978	4:00 pm	Legislation Committee
Tuesday, April 25, 1978	To be Announced	*Community Commission Meeting to be Announced
To be Announced	"	" Affirmative Action
To be Announced	"	" Health
To be Announced	"	" Education
To be Announced	"	" Women In Business
To be Announced	"	" Media/Public Information
To be Announced	"	" Resource Talent Bank

All Meetings, other than those noted are held at 50 Fell St.
THE PUBLIC IS WELCOME.

CS:gb:jh

CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN
50 Fell Street
San Francisco, California 94102
Telephone 558-3653

Commission Meeting: City Hall Room 282, 7:30 p.m.

Minutes of April 11, 1978

Attendance: Sandra Ouye, Nikki King, Carole Lee, Tony Rothschild, Maria Caldera, Lilia Medina, Del Martin, Lori Horne, Kathleen Arnold.

Excused: Angie Lame, Bernice Watkins

CALL TO ORDER

The meeting was called to order by Chairperson Ouye, at 7:45 p.m.

MINUTES OF MARCH 14, 1978

M/S/C King/Lee that the minutes stand approved as presented.

CORRESPONDENCE

From: National Organization for Women, San Francisco Chapter announcing that a meeting will be held on Saturday, May 13, 10:00 a.m. to 4:00 p.m. 1234 - 5th Avenue, between Lincoln Way and Hugo. This meeting will be held to actively recruit more supporters of the campaign on the Equal Rights Amendments extension of the deadline for ratification.

From: Selma James, Lecturer on the women's movement announcing that she will be giving a series of lectures in Spring 1978. For information please call San Francisco Wages for Housework at (415) 864-6231.

From: COSW County of Santa Clara enclosing a copy of a resolution passed by the Santa Clara Board of Supervisors supporting a boycott of states which have not ratified the ERA. She is askig that our Commission do the same.

M/S/C Martin/Rothschild to support the boycott and send a letter of support to the Board of Supervisors.

From: California Advisory Council on Vocational Education that a meeting is to be held on April 7th at 8:30 a.m. to be held in the Governor's Council Chambers of the State Capitol, Sacramento. The public is invited. One of the subjects to be discussed will be the proposed plan to eliminate sex bias, sex stereotyping and sex discrimination in vocational education.

From: Art Agnos, Assemblyman asking for support of passage AB 1279 and AB 1644 as these bills deal with nursing home reform legislation as this would improve and strengthen patients rights and help guarantee quality care for nursing home patients.

From: National Association of Commissions for Women extending its invitation to join its association. This years annual meeting will be in Jackson Hole, Wyoming, June 8th, 9th, and 10th, 1978.

To: Civil Service Commission, Mr. John J. Walsh, Manager of Personnel requesting that the examination process for the classification of 1466 Meter Reader be examined.

To: Supervisor Ella Hill Hutch expressing thanks for her words of support at the Commission meeting of March 14, 1978.

CORRESPONDENCE CONT.

To: Mr. Bill Hartman of the San Francisco Bay Times endorsing the 1978-79 communications program of the San Francisco Bay Times, Inc.

To: Mrs. Rosa Del Castillo Guilbaut, Community Affairs Director of Channel 7 expressing our thanks for her words of Support at the Commission meeting of March 14, 1978.

REQUEST FOR SUPPORT

Sandra Silver came before the Commission to discuss opposition to Nestle Company's campaign to sell their bottle formulas to parents of the Third World Children. The Infant Formula Action Coalition has been formed to mobilize to halt the unethical promotion of infant formula by multinational corporations. The problems with artificial infant formula are in Third World areas 1) supplying a clean water supply is necessary for safe use of infant formula yet the water supply of most developing countries is contaminated. 2) sterilization of bottles and nipples is required; impossible without clean water or the necessary fuel. 3) formula must be mixed in proper proportions; instructions for preparations are not in langage of the country. 4) all the formulas are relatively expensive and many mothers are being turned away from breast milk by misleading promotional campaigns.

Thousands of babies die from malnutrition and dehydration. They do not come from famine areas, nor are their mothers malnourished however their mothers are being convinced that artificial feeding is more beneficial than breast feeding. Therefore, a national boycott of Nestle products is now in effect.

M/S/C Medina/Arnold that the Commission support the national boycott of Nestle Products. Marketing information will also be investigated.

Work Furlough Program change, presentation by Mary Vail, Co-chairperson of the Legislation Committee reported on the resolution for the San Francisco Commission on the Status of Women. Female prisioners in the county jails currently have fewer work furlough opportunities then male prisioners. The men's work furlough program has a facility outside the jails that would accomodate 55. It is important that no qualified women prisioner be excluded from the program because the program facility is too small. The current conditions for women at city prisons is quite bad by comparison to the men's facility.

M/S/C Caldera/Lee that the San Francisco Commission on the Status of Women support the concept of the resolution to urge the Mayor and Board of Supervisors to allocate sufficient city budget funds to enable the Sherriff's Department to move the Women's Work Furlough Program to a larger facility outside of the jails. A representative of the Commission will be attending the budget meeting.

San Francisco General Hospital Alternative Birth Program presentation by Judy Knoop, Coordinator of the Pregnancy and Health Project and Carol Crookshank explained the project functions: to meet the need of families who want to participate actively in their own care in pleasant homelike surroundings, the San Francisco General Hospital has created an Alternative Birth Center. When persons select the Alternative Birth Center they assume a level of participation where they are directly making decisions and sharing responsibility for the outcome of the mother and infant. While emphasizing natural methods, self-help and family participation the alternative Birth Center is nevertheless fully supported by all segments of the medical staff. Primary care is provided by the nurse-midwives, Family Health Physicians or attending obstetrician backed up by the resident obstetrics and pediatrics staff

REQUEST FOR SUPPORT CONT.

and the nursing service. Prenatal education, Women's Self Health Project and health care services are also provided. This Alternative Health Center is threatned with non-existance because of defunding by the city.

Therefore, support of the San Francisco Alternative Birth Center Program is being solicited.

M/S/C Martin/King to support the concept and programs offered. Also a letter is to be written to the Budget Finance Committee and the Mayor of San Francisco requesting that there be no defunding of this program.

National Women's Business Week. Commission Arnold announced that April 24th through 29th has been designated as National Women's Business Week in San Francisco. The sponsors of this years Business Week will be San Francisco businesses and corporations along with Francis Quintel. The seminar will be at different locations around the city. A table will be available for the Commission's representation on Saturday, April 29, 1978.

M/S/C Arnold/King to support the concept of National Women's Business week and that a proclamation be issued by the Commission naming April 24th through 29th as National Women's Business Week in San Francisco.

Lecture by Mrs. Tamar Eshel. Donna Solomon, Commissioner of the San Francisco Human Rights Commission announced that Mrs. Tamar Eshel noted feminist will be in the Bay Area on April 25th through April 27th. Mrs. Eshel elected to Israel's Knesset in 1977 and now serves on its Interior Affairs and Environment Committee. Mrs. Eshel has distinquished herself by having served on many organizations and assemblys. She is currently a member of the Organizations of Israel and Chairperson of the U.N. Commission the Status of Women.

As Ms. Eshel is quite interested with women's issues she would like to meet with feminists in San Francisco to have informal discussion.

M/S/C King/Medina that the Commission sponsor a reception in honor of Mrs. Tamar Eshel at the Commission office on April 25, 1978.

ADMINISTRATIVE COMMITTEE REPORT

Discussion was held on the role of the California State Commission on the Status of Women.

Chairperson Ouye discussed the possibility of forming a Coalition of County Commissions in the State. Local commissions will therefore be caucused. On April 15th representatives of the Northern California Commissions will be meeting to exchange information and discuss the coalition. It was felt that it was important that the Commission take a vote on the issue at this time.

M/S/C Arnold/Martin that the San Francisco Commission on the Status of Women join a coalition of county commissions in order to have a better system of communication among the commission. Vote was 8 to 1 opposed.

ADMINISTRATIVE COMMITTEE REPORT CONT.

Resource Talent Bank. Commissioner King reported on the material submitted by the Resource Talent Bank requesting that the Commission reconsider their prior decisions as to the Screening Committee and procedure. A presentation and report was made by Marsha Smolens, Chairperson of the Screening Committee, as to the posture that had been taken by the Commission at the meeting of April 11th in reference to guidlines of oral interviews. Various members of the Screening Committee who were representing various women's organizations also made presentations. The request of all the speakers was that of urging the Commissioners to re-assess and reconsider the prior vote that had been taken.

M/S/C King/Martin to rescind the vote on "that there be no oral interview in the screening process."

M/S/C King/Martin to rescind the vote "that a list of the rejected names along with those to be recommended be submitted to the Commissioners at the meeting for vote"...

It was also stipulated that an appeals process be implemented for use at the discretion of the applicant.

The appeals process will be implemented to have 3 Committee Members and 3 Commissioners. Both the Committee and Commissioners will be helping formulate appeals porcess.

M/S/C Horne/Rothschild to leave the full development of criteria and implementation of the Screening Committee to the Resource Talent Bank and that a 6 month review will be made.

Financial District Commission on the Status of Women meeting. Chairperson Ouye announced that the Community Commission meeting scheduled for April 25th at the Financial District has been postponed. The Financial District Commission Meeting will be set up and announced at a future date.

COMMITTEE REPORTS

Housing - Commissioner Medina announced that the Committee gave final consideration to the Anti-Speculation Ordiance therefore, the Housing Committee recommends the anti-speculation ordiance as proposed by the San Francisco Housing Coalition for Commission endorsement.

M/S/C Medina/King to endorse the anti-speculation ordinance proposal by the San Francisco Housing Coalition.

Legislation - Co-Chairperson Mary Vail of the Legislation Committee reported on the position taken by the Legislation Committee in reference to the Jarvis-Gann Initiative, Proposition 13 on the ballot. On June 6, 1978 California voters will vote on a constitutional ammendment to limit property taxes. This measure places a constitutional limitation on property taxation to 1% of the full cash value of real property taxes. The Legislative Analyst estimates that local state governments will lose over $7 billion dollars in tax reveneues annually.

To compensate for the loss in property, sales taxes will go up and human services will suffer as they will be phased out throughout the State. It was the unanimous decision of the Legislation Committee to oppose passage of the Jarvis-Gann Initiative as social programs and services for women, affirmative action programs, loss of job of minorities, and the existence of the San Francisco Commission on the Status of Women are threatened.

M/S/C Rothschild/King to concur with the posture taken by the Legislation Committee in opposition to the Jarvis - Gann Amendment.

COMMITTEE REPORTS (Legislation Committee Cont.)

M/S/C Martin/King to have a press confernece informing women as to the effects passage of the Jarvis-Gann Initiative will have on them if it passes.

Mary Vail gave an up to date report of the bills that are being considered by the Legislation Committee.

Endorsement of Bills

AB 2858 - This legislation would specifically make sexual harrassment on the job an unlawful employment practice under the California Fair Employment Practice Act.

M/S/C Martin/Medina to endorse this bill and write a letter to author of the bill.

AB 1688 - This legislation would prohibit discrimination in the sale or rental of housing on the basis of race, color, religion, sex, marital, national origin ancestry and now the addition of age.

M/S/C Medina/King to endorse this bill and write a letter to the author of the bill.

Rotary Club M/S/C to send a letter of support to Dr. Richard Key, President Duarte Rotary Club for their stand in permitting women as members and despite their expulsion from the Rotary International, their refusal to request women members to resign.

Commissioner Medina reported that a demostration against the Bakke decision will be held on April 29th, Saturday at Dolores Park.

COORDINATOR'S REPORT

Marie de Carli of staff has requested a leave of absence

Staff meetings will be commencing on schedule

Chairperson Ouye and Acting Coordinator Smallwood will be meeting with the Board of Supervisors

Moving - HEW has mandated that Commission on the Status of Women move by April 20th the approximate date of supplemental budget approval process is lengthly. Will not be completed by April 20th. A more realistic moving date is May 19, 1978.

A sum in the amount of $948.00 was the net total received for the fundraiser honoring Susan Heller.

ADJOURNMENT

The Commission meeting was adjourned by Chairperson Ouye at 11:10 p.m.

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City and County of San Francisco

Commission on the Status of Women

50 Fell Street, first floor
San Francisco 94102

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City and County of San Francisco **Commission on the Status of Women**

May 9, 1978

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I. CALL TO ORDER

II. ROLL CALL

III. MINUTES OF APRIL 11, 1978

IV. CORRESPONDENCE

V. COMMITTEE REPORTS

- Housing
- Legislation
- Resource Talent Bank
- Health

VI. REQUEST FOR SUPPORT

- Indian Women United for Social Justice Letter/Petition
- Women and the Economy Conference - Letter
- Victim Witness Assistance Project - Susan Almond
- Japanese Elderly Project Sponsord by Kimochi

VII. ADMINISTRATIVE COMMITTEE - Chairperson Sandy Ouye

VIII. REPORT ON RECEPTION DISCUSSION FORUM for Tamar Eshel, Israel - Commissioner Medina

IX. COORDINATOR'S REPORT

X. OTHER ITEMS, ANNOUNCEMENTS

XI. ADJOURNMENT

CS:jh

(415) 558-3653 50 Fell Street, first floor San Francisco 94102

[illegible] through April 20th, 1978.

To: Board of Supervisors - supporting the concept of the resolution brought to the Commission of the Women's Work Furlough Program.

To: Mayor Moscone - commending his proposed budget allocation for the Women's Work Furlough Program.

To: Assemblyman Agnos - supporting Assembly Bill 2858 which would specifically make it unlawful for an employee to sexually harass another employee.

City and County of San Francisco

Commission on the Status of Women

May 1, 1978

MAY CALENDAR

COMMITTEE MEETINGS

Monday, May 1, 1978	10:00 am	Lesiban Task Force
Wednesday, May 3, 1978	6:00 pm	FRIENDS of the Commission
Thursday, May 4, 1978	4:00 pm	Legislation Committee
Monday, May 8, 1978	5:30 pm	Talent Bank Task Force
Tuesday, May 9, 1978	12:00 noon	*Booklet/Conference 544 Golden Gate Avenue
Tuesday, May 9, 1978	7:30 pm	*Full Commission Meeting Room 282 - City Hall
Wednesday, May 17, 1978	5:30 pm	Housing Committee
Thursday, May 18, 1978	4:00 pm	Legislation Committee
Tuesday, May 23, 1978	7:30 pm	*Community Commission Meeting To be Announced
Wednesday, May 24, 1978	12:00 noon	Violent Crimes Committee

COMMITTEE MEETINGS TO BE ANNOUNCED

Affirmative Action Committee
Education Committee
Health Committee
Media/Public Information
Resource Talent Bank
Women In Business

*All meetings, other than those noted will be held at 50 Fell St.
THE PUBLIC IS WELCOME

CS:jh

(415) 558-3653 50 Fell Street, first floor San Francisco 94102

...Week", April 24th through April 29th, 1978.

To: Board of Supervisors - supporting the concept of the resolution brought to the Commission of the Women's Work Furlough Program.

To: Mayor Moscone - commending his proposed budget allocation for the Women's Work Furlough Program.

To: Assemblyman Agnos - supporting Assembly Bill 2858 which would specifically make it unlawful for an employee to sexually harass another employee.

CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN
50 FELL STREET
FIRST FLOOR
SAN FRANCISCO, CALIFORNIA 94102
TELEPHONE 558-3653

MAY 22 1978

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COMMISSION MEETING

Minutes of May 9, 1978

ATTENDANCE: Sandra Ouye, Nikki King, Carole Lee, Tony Rothschild, Maria Caldera, Lilia Medina, Del Martin, Lori Horne, Bernice Watkins.

EXCUSED: Angie Lame, Kathleen Arnold.

CALL TO ORDER

The meeting was called to order by Chairperson Ouye at 7:38 pm.

MINUTES OF APRIL 11, 1978

M/S/C Medina/King that the minutes stand approved as presented.

CORRESPONDENCE:

From: S.F. Civil Service Commission - inviting staff to review the new proposed Civil Service Affirmative Action Plan. The document will be available for inspection in Room 52-D, City Hall.

From: N.O.W. - announcing that a picket-line and demonstration against the anti-abortion ballot initiative will be held on Wednesday, May 10th at 12 noon, City Hall.

From: S.F. Board of Supervisors - announcing that a Citizens Complaint Office is being proposed independent of the Internal Affairs Bureau. A questionnaire was attached.

From: KPIX-Channel 5 - responding to the Commission's letter in reference to a comment made of the Cherry Blossom Festival by program host Paul Wynne.

From: The Northern California Alliance for Survival - announcing that on Saturday, May 27th, a parade will be held at 10:00 am Union Square and beginning a walk to the Civic Center supporting the United Nations Special Session on Disarmment.

To: Members of the Resource Talent Bank Committee - thanking them for their energy and work during the recent months.

To: Donald Pistolesi of Civil Service - asking for a meeting to be set up regarding the 1466 Meter Reader examination.

To: Supervisor Quentin Kopp, Budget Finance Committee - expressing the support of the COSW in reference to the Alternative Birth Center Program of the San Francisco General Hospital.

To: Board of Supervisors - supporting "The San Francisco Business Women's Week", April 24th through April 29th, 1978.

To: Board of Supervisors - supporting the concept of the resolution brought to the Commission of the Women's Work Furlough Program.

To: Mayor Moscone - commending his proposed budget allocation for the Women's Work Furlough Program.

To: Assemblyman Agnos - supporting Assembly Bill 2858 which would specifically make it unlawful for an employee to sexually harass another employee.

CORRESPONDENCE CONT.

To: Senator Alan Sieroty and Senator David A. Roberti - endorsing Assembly Bill 1688 which would make it unlawful to deny housing accomodations on the basis of age.

COMMITTEE REPORTS

Resource Talent Bank - Commissioner King reported that according to the request of the Commissioners at the Commission meeting of April 11, 1978, three Commissioners would be present along with the Screening Committee to compose an appeals process. This process has to be streamlined and cooperation from the Commissioners is necessary.

Phyl Smith, a member of the Screening Committee gave a presentation as to the necessity of having a process of simplification of the appeals process indicating that the process could be handled better with direct input of the three Commissioners.

Commissioners Rothschild, Medina and Lee volunteered to meet with the Screening Committee next Tuesday, May 16th at 5:00 pm.

Housing - Commissioner Medina reported that the Committee met on April 12th. They had a guest speaker from the California Finance Agency. The presentation dealt with how women can own housing. A statement will also be presented in support of the anti-speculation clause.

Legislation - Co-chairperson Mary Vail of the Legislation Committee reported on a series of legislation presented to the Commission for endorsement.

-AB 1295 - This bill would prohibit an employer from terminating an employee's employment or disciplining an employee for refusal to work overtime. This bill has since been amended to set up a grievance procedure to be handled by the Industrial Welfare Commission. This commission will have the power to restore employment and fine the employers. It was the consensus that the Commission preferred the original version of this legislation but that it would support the concept of the bill.

M/S/C Rothschild/King to endorse this bill and write appropriate letters to the Governor, and four Democratic Senators and authors of bill.

-HR 10007 - Will be tabled until the next meeting.

-AB 3093 - This bill would provide for an expedited procedure to obtain an injunction in reference to enjoin certain acts of harassment. A $200 fine could be impounded in view of the amount of emotional distress.

M/S/C Rothschild/Martin to endorse this bill and write appppropriate letter to legislators.

-SB 1710 - This bill would require that such a manual include teaching techniques of non-aggressive self-defense. This bill would also require the Department of Education to adopt rules and regulations for the establishment of an in-service training program for high school and junior high school teachers in the techniques of nonaggressive self defense and for the establishment within the physical education courses of all high schools and junior high schools a basic program of instruction in the techniques of nonaggressive self-defense. This bill would appropriate to the Department of Education an unspecified amount to carry out the provisions of this bill.

M/S/C King/Martin to endorse this bill and write appropriate letter to legislators.

COMMITTEE REPORTS CONT.

Legislation Cont.

-SB 1711 - This bill would eliminate the requirement of serious financial hardship for victims of crimes and would create a Violent Crime Victim Assistance Commission, which would assume the duties currently held by the State Board of Control with respect to compensating victims of crime. It would allow recovery for the loss of household services contributed to by the victim and extend the provisions providing benefits to persons who suffer loss in the performance of a public benefit to persons who assist in such actions.

M/S/C Martin/ Rothschild to endorse this bill and write the appropriate legislators.

-SB 1712 - Existing law specifies that opinion evidence, reputation evidence, and evidence of specific instances of a complaining witness sexual conduct is not admissable by a defendent to prove consent by the complaining witness in a case involving prosecution for rape or rape by force or violence. This bill would provide that such evidence also is inadmissable for such purpose in a case involving prosecution for sodomy or oral copulation if committed by force or violence.

M/S/C King/Caldera to endorse this bill and write letters to the appropriate legislators.

-SB 1714 - This bill would require the State Department of Health Services to provide grants to proposed and existing local rape victim counseling centers. It would require such centers to maintain a 24-hour telephone service for rape victims. It would require that such grants not exceed one-half of the cost of operating such centers. This bill would also establish a demonstration project in a city, county, or city and county, as specified, to establish such a center. It would appropriate a sum of $875,000 to the State Department of Health Services for expenditure, as specified.

M/S/C Medina/Martin to endorse this bill and write letters to the appropriate legislators with the amendment that they urge implementation of guidelines on bill, public consultation and rural urban breakdown.

-SB 1715 - Existing law prohibits granting of probation to a person convicted, and who has two or more prior convictions, where the present and prior convictions are for any of designated felonies including forcible rape and rape of an unconscious person. This bill would also prohibit granting of probation in any rape case where there was only one prior conviction if it was also for rape.

M/S/C Rothschild/Caldera to endorse this bill and write letters to appropriate legislators.

-SB 1716 - Under existing law there is no provision requiring the State Department of Corrections to conduct a study to determine the number of convicted rapists in state prisons who are receiving psychiatric counseling and to evaluate the adequacy and value of such counseling. This bill would require such department to conduct such a study. It would require such department to transmit a copy of the study to the Legislature no later than July 1, 1979. It would appropriate an unspecified sum to the State Department of Corrections for expenditure for the purposes of the act.

M/S/C Horne/Martin to endorse this bill and write letters to appropriate legislators.

-SB 1717 - Under existing law, a prosecuting witness may, in the discretion of the court be entitled to the attendance at a preliminary hearing of one person of his or her own choosing otherwise not a witness. The person so chosen shall not discuss prior to or during the hearing the testimony of the prosecuting witness with any other witness except the prosecuting witness. This bill would provide

COMMITTEE REPORTS CONT.

Legislation Cont.

for such attendance in rape cases at a preliminary hearing or trial without regard to the discretion of the court.

M/S/C Horne/Martin to endorse this bill and write letters to appropriate legislators.

-SB 1718 Existing law does not require a defendant to notify the district attorney before the preliminary hearing that he intends to rely upon alibi or consent evidence. This bill would require that a defendant charged with specified sex crimes file and serve upon the district attorney, not less tahn 7 days before the preliminary hearing, a notice as to whether he intends to rely upon alibi or consent evidence.

M/S/C Medina/Horne to endorse the bill and write letters to the appropriate legislators.

-SB 2053 - Existing law makes it an unlawful employment practice to discriminate in employment on the basis of sex, among other things, but does not define what such discrimination is. This bill would delineate what constitutes discrimination on the basis of sex, and would declare the intent of the Legislature with regard thereto.

M/S/C Martin/Horne to endorse this bill and write letters to the appropriate legislators.

Health - Chairperson Ouye announced that the District Health Center #2 will be opening every Tuesday night in the Western Addition. The clinic is a family planning clinic.

Criminal Justice - Susan Almond of the Violent Crimes Against Women Committee along with Sue Jergenson, Director of the S.F. Victim Witness Assistance Program gave a presentation on Focus, Report and Recommendations of the program for it's second year.

The focus of the program is to supply immediate direct services to sexual assault, domestic violence and elderly victim's through supportive services and help in moving through the criminal justice system. Community outreach was also focused on as an important component of this program as connecting with other agencies is vital.

M/S/C Horne/Medina for endorsement of guidelines presented of the S.F. Victim/Witness Assistance Program through the second year of funding.

It was also mentioned that Friends of the COSW would be considered as a fiscal agent of the Victim/Witness Program.

Domestic Violence Bill - HR 12299 - Commissioner Martin reported on a bill-the George Miller Bill which has been co-authored by Boggs, Steers and Mikulski which would establish a Federal office on Domestic Violence to provide grants for the assistance of victims of domestic violence for training programs, and for other purposes. Grants shall be approved for $50,000 in any fiscal year for no more than 3 years. Further funds would provide for expense of training programs and for services and related expenses to grant recipients.

M/S/C Rothschild/Medina to endorse this bill and to write the appropriate Congressmen and U.S. Senators.

DOMESTIC VIOLENCE CONT.

-AB 3164 - Commissioner Martin reported that on March 27, Assemblywoman Maxine Waters introduced AB 3164 to safeguard AFDC applicants' rights to privacy and to protect AFDC children from the possible danger caused by the child. Persons applying for Aid to Families with Dependent Children (AFDC) are currently required to answer very personal questions posed to them by county district attorneys, when the paternity of the child is in question. This is part of the federal plan to shift the financial burden from the state and the federal government to the alleged fathers of children receiving AFDC. Applicants who refuse to answer these personal questions are summarily denied benefit. In some cases the father would readily admit to paternity, but he is not asked to do this until the woman has answered these questions. The bill would safeguard the applicant's right to privacy and right to claim a "good cause" exemption.

M/S/C Martin/King to endorse this bill and write letters to the appropriate legislators.

REQUEST FOR SUPPORT

-Indian Women United for Social Justice (Letter/Petition) - Acting Coordinator Smallwood reported that Regina Sneed brought this to the attention of the Commission of this young Indian women, Julie Evening Lilly's, ongoing custody battle for her child. She now faces extradition to Virginia where she would be prosecuted on a felony charge of kidnapping her own daughter. A petition was included for signatures.

M/S/C Watkins/Martin to send a night letter to Governor Brown supporting this Indian woman and asking for a stay of extradition.

-Japanese Elderly Project Sponsored by Kimochi - The goal of this project would be to establish a unique house that would provide a 24 hour nonmedical care for up to 15 persons providing shelter, personal care and community contact for the people of the Japanese community. They are presently obtaining land from the Redevelopment Agency and funding is being requested.

M/S/C Lee/Martin to support the concept of this center and write a letter accordingly.

-Women in the Economy Conference - Acting Coordinator Catherine Smallwood reported that Lieutenant Governor Mervyn Dymally is sponsoring a Women and the Economy Conference to be held on Saturday, May 20th at City College of San Francisco. The Conference will consist of varied subjects and workshops affecting today's women. A huge mailout was sent to the Asian, La Raza, and Black Communities. Compliments to Lydia San Filippo, Kay Curry, Pam Lee and Gloria Perchez of the Commission staff.

M/S/C Watkins/King that a letter of support of this conference be sent to Mervyn Dymally's office.

ADMINISTRATIVE COMMITTEE

-Committee reports and request for support will be alternated items on the Commission meeting agenda.

-Friends of the Commission had their input on WOMENEWS distribution a) update list; b) limit mailing list.

-Women's Groups Honoring Specific Women Representatives from the Commission will be presenting commendations to honored women. The procedure of proclamation to be presented by Commissioners as to proclamations being presented in the Mayor's name etc. will be investigated.

COMMUNITY MEETING

The next Commission meeting will be held in the Community-in District 5, May 23rd, at 7:30 pm at Everett Junior High School 450 Church Street, San Francisco.

Chairperson Ouye through the Administrative Committee established the procedure that if a Commissioner is to attend an interview, write an article or presentation, that it should be cleared with the Administrative Committee and/or Chairperson.

M/S/C Horne/Watkins to accept this as a new procedure for Commissioners.

Tamar Eshel Reception - Commissioner Medina reported on the reception held for Mrs. Tamar Eshel. The reception was quite successful with over 25 people. Special thanks to Commissioners Horne, Lee and King and staffpersons, Grace Bautista, Gloria Perchez, Jennifer Hoskins, and Coordinator Smallwood.

COORDINATOR'S REPORT

Acting Coordinator Smallwood reported that the Board of Supervisors approved the supplemental budget of $3,336 for moving. The moving date shall be on Monday, May 15th to 544 Golden Gate. Annoucements will be sent out in the WOMENEWS along with Commission minutes. Phone number will remain the same 558-3653.

COMMISSION VACANCIES

The Screening Committee for Commissioners will consist of Supervisors Hutch, Silver and White. Application for Commission posts are available at City Hall, Room 235 and must be returned by May 19, 1978. On June 18th, the Mayor will make the final selection.

A Commission Monthly Schedule has been prepared and will be distributed to facilitate an efficient plan of work flow.

OTHER ITEMS

Friends of the Commission - Friends' Auction for 1978 will be held on June 16th, at 6-8 pm at Modesto Lanzones' Restaurant, Ghiardelli Square, San Francisco. Celebrity Auctioneers will be present.

The annual meeting of Friends will take place on June 21, 1978.

The meeting was adjourned at 10:55 pm.

The next meeting will be a COMMUNITY MEETING at EVERETT JUNIOR HIGH SCHOOL, SAN FRANCISCO, CALIFORNIA at 7:30 PM.

Respectfully submitted by,

Elizabeth Marenco
Staffperson

EM/gb

F 5/23/78

City and County of San Francisco **Commission on the Status of Women**

MAY 23 1978

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COMMUNITY MEETING
EVERETT JUNIOR HIGH SCHOOL
450 CHURCH ST.
SAN FRANCISCO, CALIFORNIA 94114

MAY 23, 1978

A G E N D A

I. INTRODUCTION, COMMISSIONER DEL MARTIN

II. BACKGROUND, COMMISSIONER DEL MARTIN

III. COMMUNITY PRESENTATION, COMMISSIONER DEL MARTIN

IV. SUMMARY, COMMISSIONER DEL MARTIN

INTERMISSION

- Call to Order, Sandy Ouye, Chairperson
- Minutes
- Correspondence
- Request for Support
- Committee Reports
  - Affirmative Action
  - Legislation
  - Resource Talent Bank
- Administrative Committee Report
- Coordinator's Report
- Other Items

CS/gb

(415) 558-3653 50 Fell Street, first floor San Francisco 94102

JUN 12 1978

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CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN
544 Golden Gate Avenue
San Francisco, California 94102
first floor
Telephone 558-3653

COMMUNITY COMMISSION MEETING - EVERETT JUNIOR HIGH SCHOOL 450 Church Street

Minutes of May 23, 1978

ATTENDANCE: Commissioners' Sandra Ouye, Nikki King, Carole Lee, Tony Rothschild, Lilia Medina, Del Martin, Kathleen Arnold

EXCUSED: Commissioners' Lori Horne, Angie Lame, Bernice Watkins, Maria Caldera

INTRODUCTION

Commissioner Martin called the meeting to order at 7 45 p.m. welcoming everyone to the Community Meeting of the San Francisco Commission on the Status of Women.

Commissioner Martin then went on to give a brief explanation and introduction of the background, functions and goals of the Commission.

PRESENTATIONS

Women's Coalition for Chile

Penn Garvin for the Women's Coalition for Chile spoke on behalf of the points of unity upheld by the Coalition to work for the identification and release of appeared women in Chile, to end U.S. Government involvement in Chile and to support the anti-fascist front in Chile. The Coalition wishes to evoke international and local solidarity against the oppressive government.

The Coalition is composed of women representing women only organizations and organizations of women and men whose purpose it is to mobilize women to strenghten the womens movement and to work on the specific needs and oppression of women in Chile. The Coalition has asked of the Commission to a) endorse the Women's Coalition for Chile b) boycott seedless grapes that are from Chile until Junta is overturned c) in the future when any representatives of Junta comes to the Bay Area that the Commission not attend any meetings or affairs with the representatives, in addition that the Commission declare these representatives persona non grata (persons not welcome) also to work with the Board of Supervisors and the Mayor's Office on the same d) adopt one (1) or more disappeared women by writing letters to the Department of State and Congress, and work with the Women's Coalition for Chile in support of these prisoners.

M/S/C Ouye/King To write a letter of endorsement to the Women's Coalition for Chile.

M/S/C Ouye/Medina To boycott the sale of seedless grapes from Chile.

M/S/C Medina/Rothschild To write a letter of protest to the Board of Supervisors and requesting that future visitors/representatives from the Junta be treated as persona non grata and joining with the Board on its concerns of human rights.

In reference to the adoption of one (1) or more disappered women, this will be referred to the Criminal Justice Committee for futher information.

Gay Pride Week

Allison Briton from the Castro Lesbians reported that on June 18th a picnic for Gay Pride Week will be held at San Pablo Dam. The Castro Lesbians are in the process of forming a Neighborhood organization to serve as a informational, social outlet dealing with such problems as self-defense and "safe" homes. A city-wide network of resource exchange tools, implementative services established within the community is the main focus of the organization.

Red Star Cheese Company

Barbara Glass of the Red Star Cheese Co. reported the company has been having a capitalization problem especially in dealing with the "red tape" involved. At this time a proposal needs to be formulated for funding sources.

M/S/C Medina/King To write a letter of endorsement to the Red Star Cheese Co. to be presented to possible funding sources.

It was also suggested that the Women in Business sub-committee could be of help to the Red Star Cheese Co.

Duboce Triangle Neighborhood Saftey Committee

Barbara Arms of the Duboce Triangle Neighborhood Safety Committee spoke on the safety concerns of the gay women in the Duboce Triangle Community of the city. This committee is presently concerning itself woth developing a neighborhood system for saftey (re "safe" homes, whistles self-defense workshops). This committee will be continuing more with saftey procedures. It was suggested by Commissioner King that a police hot line number to be used by this community.

COMMISSION BUSINESS

Minutes of May 9, 1978

Under Administrative Committee: (b) limited mailing list, should read no limit to mailing list.

Under Correspondence addition: A letter of resignation was received from Commissioner Horne effective May 23, 1978. This unexpired term to be filled by the end of the month.

M/S/C To accept minutes as corrected.

Commission Vacancies

Chairperson Ouye reported that incumbent Commissioners need not go through complete application process again but rather notify the Board of Supervisors of intent to reapply.

REQUEST FOR SUPPORT

An ERA fundraiser will be held on June 29 to raise National ERA funds sponsored by the League of Women Voters.

M/S/C King/Arnold To endorse and support the fundraiser. Commissioner Arnold will be attending the planning meeting. Also a march will be held on July 9th in Washington D.C. in support of the ERA.

M/S/C Martin/King to endorse ERA march. Commissioner Martin will be attending the Washington D.C. march.

COMMITTEE REPORTS

Legislation

HR 1299 - George Miller Bill. In view of the outcome (defeat) of this bill a letter is to be written to Senator Cranston requesting that his bill take a more direct position.

M/S/C Rothschild/Martin To write a letter to Senator Cranston in reference to the revision of his bill.

Regina Sneed member of the Legislation Committee reported on the proposed cut in budget of the five (5) top salaried positions of the Department of Consumer Affiars. This department needs a strong budget to carry out its functions and therefore salaries should stay at the level currently set by the legislature. The Department of Consumer Affairs has done better under this administration than under any other.

Legislation Committee Report Cont.

Under the licensing board women who have been appointed have done well. The top salaries are now being threatned.

M/S/C Medina/Martin To write a letter to Mr. McVitey, Senator McCarthy and the Govenor to urge that salaries remain at the level and not be cut back.

Veterans Preference HR 11280 Regina Sneed also reported that this bill is a weak proposal. In the past the Commission has supported the Dunlap bill in reference to Veterans Preference. This bill in essence would place different requirements on the requirements for obtaining Veterans Preference points. Regina asked that the Commission endorse this bill however, with two additional amendments 1) eliminate veterans perference for retired military and 2) Veterans Preference military reduction in force.

M/S/C King/Martin To endorse HR 11280 and write the appropriate letters to our Congressmen and Robert Nicks of the Veterans Affairs Committee of the Commission's endorsement with appropriate amendments.

Mary Vail Co-Chairperson of the Legislation Committee reported on HR 11007 Bielenson's bill on alternatives for abortion. Planned Parenthood has asked the Commission to look at President Carter's plan on "Alternatives for Abortion". This plan would allocate funds to establish education programs for mothers and their children. HR 11007 on the otherhand would allocate funds to educate teenagers before becoming mothers, more focus would be placed on preventive care and education.

M/S/C King/Medina To endorse HR 11007 and write the appropriate letter to Planned Parenthood and Bielenson.

Resource Talent Bank

M/S/C Martin/Medina To accept the appeal process that the Ad Hoc Resource Talent Bank presented to the Commission, with the following recommended change that the following sentence be attached to paragraph five (5) "Commissioners shall have the opportunity to view the evaluations during this period".

Administrative Committee Report

Chairperson Ouye reported that a meeting was held with Sandy Espinoza, Ken Guerra of CETA, Sandy Ouye and Catherine Smallwood. The positions of Account Clerk, Clerk-Typist and Program Specialist will be refilled by CETA.

M/S/C King/Rothschild A letter of Commendation is to be sent to Marie de Carli for her fine work for the San Francisco Commission on the Status of Women.

Additional policies that are to be implemented into the Procedural Manual is as follows:

> Exit Interviews will be available for employees, retroactive, effective April, 1978.

Special thanks is to be given to Staffperson Elida Scola and Commissioner Del Martin for their help in organizing this Community Meeting.

Coordinators Report

- Coordinator Smallwood reported that the budget was approved in the amount of $35,000.
- Staff meetings are being held weekly until transition phase becomes smoother.
- Moving will commence as soon as legal technicalities are cleared.
- Meeting adjourned at 11:00 P.M.

Respectfully Submitted.

Elizabeth Morenco

EM/JH

City and County of San Francisco

Commission on the Status of Women

544 Golden Gate Avenue
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Commission On The Status Of Women

544 Golden Gate Ave.
San Francisco 94102
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June 13, 1978

A G E N D A

I. CALL TO ORDER

II. ROLL CALL

III. MINUTES OF MAY 23, 1978

IV. CORRESPONDENCE

V. COMMITTEE REPORTS

- Resource Talent Bank
- Minority Outreach
- Legislation
- Affirmative Action

VI. REQUEST FOR SUPPORT

- Association of Black Correctunal Workers of California

VII. ADMINISTRATIVE COMMITTEE REPORT

VIII. COORDINATORS REPORT

IX. OTHER ITEMS, ANNOUNCEMENTS

X. ADJOURNMENT

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COMMISSION ON THE STATUS OF WOMEN

June 13, 1978

The Minutes of this meeting are missing.

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COMMISSION ON THE STATUS OF WOMEN

July 11, 1978

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City and County of San Francisco

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Commission Meeting- City Hall, Room 282
Commission Minutes of July 11, 1978

I. ROLL CALL

Attendance: Commissioners' Sandy Ouye, Nikki King, Carole Lee, Bernice Watkins, Del Martin, Kathleen Arnold, Maria Caldera, Tony Rothschild, Lilia Medina, Mary Vail.

Excused: Commissioner Angie Lame

II. INTRODUCTION

The meeting was called to order by Chair Sandy Ouye at 7:45 p.m. The Chair then asked for the roll call.

III. MINUTES

M/S/C Rothschild/King The minutes were ratified and accepted as presented.

IV. CORRESPONDENCE

The correspondence was previously disseminated,reviewed, and accepted during the meeting.

V. REPORTS

Report #1 by Carole Jan Lee- FRIENDS of the Commission on the Status of Women

· The newly elected board and officers are aboard. Offficers are as follows: President, Martha Waddell, Vice-President, Helen Bautista, Secretary, Patsy Fulcher. The Board is planning a cocktail party to be held August 26, 1978.

· The Board has asked that their names be included on the Commission's mailing list for minutes.

Report #2 by Mary Vail- Legislation

· AB 1960 has been passed by the Senate Industrial Relations committee, the bill will be forwarded to the Senate Finance Committee then on to the Senate floor. In order to get the bill out of Senate Industrial Relations Assemblyman Howard Berman had to remove the probation against discrimination between job applicants on the basis of pregnancy.

Mary also reported that the new Legislative Committee Intern is aboard.

Report #3 by Sandy Ouye- Minority Outreach Task Force

Sandy met with Earl Mills regarding Bayview Hunter's Point. She mention the importance of the need for constant contact with the Bayview/Hunter's Point Area and that the next community meeting would be held there.

VI. REQUEST FOR SUPPORT

Request Presentation #1
Mary Vail- Training and Job Services for Prostitutes

· Recommendation to pass a resolution regarding the need to help provide job training and job finding services for prostitutes.

· A group newly organized plans to hold a press conference regarding the needs of prostitutes and to discuss with the District Attorney their plans to support longer sentences for prostitution.

Request Presentation#2
Mary Vail- Womens Work Furlough Project

Monies previously allocated for the Womens Work Furlough Program has been reallocated to the general city budget to pay departmental salaries and prevent layoffs to current employees due to the passage of Jarvis Gann.

AB 90 and AB 2091 (an addition to AB 90) will provide funds to counties for programs that keep offenders from going into the state prison system and replace the current probation subsidy program and use of the Federal Managerial Fund, to fund Women's Work Furlough Project.

Recommendations

1) Send a letter of concern to the Mayor and Sheriff Brown expressing our disatisfaction with the current funding situation for Work Furlough and asking that they make funding of this program a personal priority. That the Mayor and Sheriff try and locate any surplus funds in the City that could be used to fund Women's Work Furlough Project under a supplemental budget request.

2) Send a letter to the Board of Supervisors urging them to pursue all avenues of the following:

a) helping the Sheriff acquire alternative funds through AB 90 & 2091 and the Federal Management Fund.

b) examining revenues available to the City (including supposed "surpluses", additional state aid and special fund revenues). If funds are available, proposing appropriate Board action to fund W.W.F.P. for the year at the level authorized in the pre-Jarvis-Gann budget, course "b" should be the first course of action for the Supervisors.

Letters to the Board of Supervisors should request a personal reply within 10 days.

It was suggested that the Mayor's office F.I.R.M. Project be contacted to give evaluation.

M/S/C Rothschild/King To accept the suggested recommendations.

Expressed concerns of the Commission looking into the problems of families/visitors of prisoners. This topic will be presented to the Criminal Justice Committee.

Request Presentation#3
Mary Vail- Women's Community Development Project

Mary reported that the needs of women offenders through a small survey has indicated the following:

- no effective job training services.

- most women prisoners are young, minorities with limited education and vocational counseling and training.

- job discrimination for ex-offenders is one of the causes for ex-offenders to go back to crime due to their responsibility to support their children and/or their families as heads of households.

The Womens Community Development Project is in the process of assisting women offenders and request that the Commission adopt a resolution.

It was suggested that the Commission not adopt the resolution and that the W.C.D.P. make contact with the community specifically the minority community for input. It was further suggested that the W.C.D.P. get minority representation through womens groups, organizations, and the community at large. The topic was tabled.

Request Presentation #4
Mary Vail- Prostitution & Private Job Resources

·Prostitutes practice that profession due to the lack of other job opportunities.

·The city's Women's Work Furlough Program is uncertain of being funded and very few if any current local government programs are designed to provide job placement, education and training for female offenders, including prostitutes.

·Recently the Powell Street business has called for increased prosecution and the giving of higher sentences to women charged with prostitution offenses.

·Recommendation to the Commission to pass a resolution asking the commission to join with other womens organizations in an effort to have the business community fund and support job placement, training and similar resources for female prostitutes.

To participate in any women's group press conferences related to this issue.

To make it clear to public officials working with the Powell Street Association and similar groups on this issue that merely increasing sentences for prostitutes is a counterproductive short term solution to the problems of prostitution as it relates to the criminal justice system and women's employment opportunities.

It was felt that most prostitutes enjoy their work and would not leave their pimps under any circumstances. The concern was of the percentages of prostitutes that was interested in changing profession. Another concern was the lack of minority input on the subject.

Suggestion were made as follows:

a) Community survey from those in that position and interested in changing careers.
b) Community input from minorities to assist in recommendations made before the Commission.

The topic was tabled until further information was gathered that minority input had been given.

Request Presentation#5
Vice President Helen Bautista- FRIENDS of the Commission on the Status of Women

- Members of the FRIENDS expressed theneed to celebrate the 58th Anniversary of Womens Rights. The follwoing is the summary of activities.

a) a planning committee ahs been appointed that is willing to do the ground work
b) an invitation will be sent to the Mayor, city officials and other dignitaries.
c) a press conference has been scheduled
d) the Commission was requested to send a letter to Mayor Moscone proclaiming August 25th a Special Day.
e) the committee is planning a cocktail party possibly coordinating with (WOE) Women Organization for Entrepreneurs to be held August 26, 1978.

M/S/C King/Caldera to support the event and also to contact the Mayors office regarding Proclaimation. Commissioners' Arnold and Lee were appointed to assist the FRIENDS with this event and report back to the Commission.

VII ADMINISTRATIVE COMMITTEE

Report by Chair Sandy Ouye

· Ann Blumlein will be leaving to return to school. Jean Miller will be replacing her. A get acquainted meeting has been scheduled.

It was suggested a letter be sent to Ann Blumlein thanking her for her work in support of the Commission.

· The Administrative Committee will be meeting on a regular bi-weekly basis. The meegins will commence promptly at 5:00 p.m. every 1st and 3rd Wednesday at the Commission office, 544 Golden Gate Ave.

· The budget, which was originally considered by the Board of Supervisors a worse case budget ($0.) was supported by Supervisor Ella Hill Hutch the outcome of her great effort and support was a budget of $74,698.00 for fiscal year '78-'79.

· It was unanimously agreed that a special letter of appreciation be sent to Supervisor Hutch.

M/S/C Arnold/Vail

· A letter was sent to Bob Won as requested stipulating our level of funding and that we planned no reduction in staff.

· Annual appointments will be made by the Chair selecting a budget study committee to prepare proposed budgets and written support documentation (annual progress report) for the Board of Supervisor's Annual Budget Approving Sessions. THis would include a written report from staff and Commissioners on all Commission achievements on a monthly basis.

· M/S/C unanimous that a Commission meeting be held on August 8, 1978 at 7:30 p.m. Meeting site will be posted later.

· Exit Interviews for staff prior to departure has been incorporated in the Commission's procedures. Notification to all staff who departed from agency since March, 1978 has been sent to all former employees including the coordinator will have the opportunity to be interviewed.

. The ordinance stipulates that the position for Coordinator is appointed by the Chair and approved by a majority of the Commission. However, the Administrative Committee's recommendation was to open the position to the public.

Commissioner Watkins requested that it be recorded that as a member of the Administrative Committee, that she did not vote to open the position to the public.

The Commission had a tie vote on opening the position to the public. At the request of the Commissioners, the Commission meeting continued in closed session.

It was the Commission's findings that another closed session meeting would be held to discuss and revote on the same issue on July 28, 1978 at the Commission Office.

VIII. ADJOURNMENT

The meeting was adjourned at 11:45 p.m.

Respectfully submitted,

Jennifer Hoskins

JH/gp

City and County of San Francisco Commission on the Status of Women

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August 8, 1978

AGENDA

AUG 8 1978
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I. ROLL CALL/CALL TO ORDER

II. MINUTES

III. CORRESPONDENCE

IV. REQUEST FOR SUPPORT

5.1 Co-sponsor Symposium on Human Rights

V. REPORT FROM FRIENDS - Commissioner Carole Jan Lee

VI. COMMITTEE REPORTS

6.1 Health Committee
6.2 Legislation Committee
6.3 Resource Talent Bank Committee

VII. ADMINISTRATIVE COMMITTEE REPORT

VIII. COORDINATORS REPORT

IX. OTHER ITEMS/ANNOUNCEMENTS

9.1 Women in Political Participation International Conference in San Francisco, October 20th - 27th. Sponsored by UWESCO - Commissioner Carole Jan Lee

X. ADJOURNMENT

CS:jh

(415) 558-3653 San Francisco 94102

COMMISSION ON THE STATUS OF WOMEN
544 Golden Gate Avenue
San Francisco, California 94102
first floor
Telephone 558-3653

July 28, 1978

AUGUST CALENDAR

COMMITTEE MEETINGS

Wednesday, August 2, 1978	5:00 pm	Administrative Committee
Wednesday, August 2, 1978	6:00 pm	FRIENDS of the Commission
Thursday, August 3, 1978	5:30 pm	Lesbian Task Force
Tuesday, August 8, 1978	12:00 noon	Resource Talent Bank Screening Committee
Tuesday, August 8, 1978	7:30 pm	*Full Commission Meeting City Hall - Room 282
Wednesday, August 9, 1978	5:30 pm	Affirmative Action Task Force
Thursday, August 10, 1978	4:00 pm	Legislation Committee
Wednesday, August 16, 1978	5:00 pm	Administrative Committee
Thursday, August 17, 1978	5:30 pm	Lesbian Task Force
Thursday, August 24, 1978	4:00 pm	Legislation Committee
Monday, August 28, 1978	12:00 noon	Violent Crimes Sub. Committee

COMMITTEE MEETINGS TO BE ANNOUNCED

Housing Committee recessed until September 1978

Health Committee
Employment Committee
Education Committee
Media/Public Committee

*All meetings other than those noted will be held at 544 Golden Gate Avenue
THE PUBLIC IS WELCOME

jh

COMMISSION ON THE STATUS OF WOMEN

August 8, 1978

The Minutes of this meeting are missing.

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